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ABSTRACT

This document provides a variety of material on the Australian training systems. Section 1 summarizes apprenticeship and traineeship training and administration in Australia and provides a broad overview of the responsibilities and roles of industry, government, and trade unions. It also outlines the financial support provided by the state and territorial governments as well as by the Commonwealth for apprentice and trainee training. Section 2 is a directory of training and education authorities in the various states and territories and the state offices of relevant Commonwealth bodies. Section 3 describes the Acts of Parliament in each state and territory under which the regulation of apprenticeship and traineeship arrangements is established and the meaning of these two forms of training under the legislation. It also covers the constitution and powers of principal bodies under the acts. Section 4 details employment procedures of apprentices in each state and territory. Section 5 covers the conditions for the employment of apprentices prescribed by the states and territories. Section 6 summarizes apprenticeship and traineeship course requirements in the states and territories. Appendixes, amounting to over one-half of the document, include a list of apprenticeship titles with the standard indenture term for each; a list of federal awards (trades and incidence); data on attendance at technical classes; apprenticeship and traineeship statistics; and a list of the functions of principal training bodies. (YLB)

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ESSENTIAL FEATURES OF AUSTRALIAN TRAINING SYSTEMS

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Commonwealth/State Training Advisory Committee (COSTAC)

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ESSENTIAL FEATURES OF AUSTRALIAN TRAINING SYSTEMS

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This document is prepared for the Commonwealth/State Training Advisory Committee (COSTAC) by the Department of Employment, Education and Training from material submitted by COSTAC members, representatives of training and technical education authorities in the various States and Territories. It presents the position as reported to the Committee at 31 December 1987.

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SECTION ONE

Vocational Training in Australia — Overview

This section summarises apprenticeship and traineeship training and administration in Australia and provides a broad overview of the responsibilities and roles of industry, government and trade unions. It also outlines the financial support provided by governments for apprentice and trainee training. More detailed information is provided in the following sections.

1.1 OVERVIEW OF APPRENTICESHIP

1.1.1 General Description

Nearly all training for trade occupations in Australia is undertaken through apprenticeship. Apprenticeship is a system of employment and training involving a contract (called an indenture) between an apprentice and an employer.

As a system of *employment*, apprenticeship involves contractual arrangements between employers and apprentices and substantial legislative, industrial and administrative machinery to ensure that contract/industrial award conditions are observed by the parties and/or are amended in ways that are acceptable to the parties.

As a system of *training*, apprenticeship involves a systematic combination of work and education which normally takes one of three forms —

- on-the-job training combined with prescribed technical education, usually in colleges of Technical and Further Education (TAFE) (approximately 80 to 90 per cent of apprentices);
- on-the-job training combined with prescribed technical education and approved off-the-job training (approximately 10 to 20 per cent of apprentices);
- on-the-job training only (approximately 1 per cent of apprentices).

The general conditions of apprenticeship training are similar across the States and Territories.

The typical period of indenture is 4 years with the initial 3 months normally being a period of probation. It is possible to have the period of indenture reduced in recognition of trade based pre-employment training, level of secondary education or level of proficiency achieved during the indenture.

There are generally minimum education and age standards set for entry to apprenticeship. In most cases 3 or 4 years of secondary education are required and the prospective apprentice must have attained the age of 15 years.

Although there are generally no legislative or State industrial award upper age limits for entry to an apprenticeship, limits do apply in some trades under certain Federal industrial awards.

Legislation covering apprenticeship does not discriminate on the basis of sex. Nevertheless, there are constraints on female participation in some areas due to restrictions in some industrial awards such as on the weights that may be lifted by females.

Apprentice wages vary depending upon the age, stage and trade of the apprentice and generally represent a percentage of the appropriate tradesperson wage, which varies according to the industrial award to which the employer is a respondent. (See Appendix 1, Industrial Awards).

In order to qualify as a tradesperson an apprentice serves the prescribed period of indenture and attends the prescribed technical course. Licences are required in order to work in some trades, particularly electrical and plumbing. In Western Australia the final on-the-job examination system was abolished in early 1987 and an interim assessment system created. Apprentices are now subject to an employer-based assessment prior to the completion of each apprenticeship, which will be combined with a TAFE-based assessment to determine if the prescribed standards have been achieved.

Over recent years there has been an increase in trade based pre- employment training at TAFE colleges; these courses are not a substitute for apprenticeship but an introduction to trade training. Depending on the length of a course and its content, successful participants may receive reductions of generally between 6 and 12 months in the term of indenture and/or credit for part of the prescribed technical education course of subsequent apprenticeships.

1.1.2 Brief History

The apprenticeship system was introduced to Australia in the early part of the nineteenth century in response to the demand for trades skills in the expanding colonies.

Australian colonial apprenticeship legislation was enacted in the mid-nineteenth century and reflected British legislation of the time. Following Federation, which resulted in apprenticeship powers remaining with the States, the old colonial apprenticeship legislation tended to be re-enacted and generally better reflected the situations within the individual States. Because of the speedy and extensive growth of industries and occupations covered by either Federal or State industrial awards and determinations, apprentice employment became highly regulated in Australia at a much earlier stage than in many European countries.

In the earlier part of this century, the terms of apprenticeship in Australia were for a maximum period of 7 years. The age of commencement was 14 years and indentures expired at 21 years (or marriage). The length of indenture was reduced to 5 years after World War One for most trades and this became standard for some time.

In the late 1960s, the terms of the majority of indentures in all Australian States and Territories were reduced to 4 years. The rationale behind these moves was that improvements in secondary and technical education had enabled skills and knowledge to be attained in less time than had previously been the case.

In addition to reduced terms of apprenticeship, the late 1960s also saw an improvement in apprentice wages and other conditions. Concurrent with the changes to terms of indenture and wages was the introduction of compulsory technical education during working hours.

Prior to these changes there tended to be, from time to time, an insufficient supply of young people wishing to enter into apprenticeship. The changes of the late 1960s reversed this situation. At the same time, however, they reduced the attractiveness of apprenticeship to employers. Consequently, since 1973 the Commonwealth has endeavoured to increase the attractiveness of apprentice training (see Sections 1.1.4 and 1.1.9).

During the 1970s there was a large rise in the number of people undertaking trade based pre-employment training. This trend has continued over the past few years. There are a number of reasons for this trend, including providing an alternative entry to training for those not immediately able to gain an apprenticeship and providing intensive structured training early in the training period to increase productivity in subsequent apprenticeships.

1.1.3 Responsibility for Apprenticeship Training

The main administrative and legislative responsibility for apprenticeship lies with the State and Northern Territory Governments. However the Commonwealth Government, employer associations and trade unions have significant interests in the State/Territory apprenticeship systems.

State and Territory governments exercise their responsibilities in respect of apprenticeship through Acts of Parliament. Such legislation provides for the establishment of authorities to administer, promote, develop and review apprenticeship and to enforce provisions, having regard to State industrial awards. Primary responsibility for administration rests with training authorities which exist in each State and Territory and are responsible for the management of trade training, including proclamation of apprenticeable occupations, setting entry standards and regulating on-the-job training and attendance at technical education courses.

In addition, each State and Territory has a technical and further education authority which is responsible for the provision of the technical education of apprentices who are released during paid working hours to attend formal classes at an educational institution.

Conditions of employment for most workers (including apprentices) in Australia are specified in industrial awards or agreements between employer and employee groups. Over 40 per cent of employees are covered by Federal awards established by the Australian Conciliation and Arbitration Commission. The remainder are covered by State awards made by the various State Industrial Tribunals (See Appendix 1, Industrial Awards).

While the training and employment conditions of apprentices covered by Federal awards are normally the responsibility of the Industrial Registrar of the Conciliation and Arbitration Commission, many Federal awards provide for the involvement of State/Territory training authorities.

The training and employment conditions of apprentices covered by State awards are regulated by the relevant award and State legislation and are administered by the relevant State training authority.

The Northern Territory is an exception in that 23 per cent of employers have no award to respond to and the Territory Self- Government Act prevents the establishment of wages tribunals. The remaining 77 per cent of trades operate under Federal awards. Wage rates for apprentices in non-award trades are prescribed under Industry and Employment Training Act in the Apprenticeship Regulations.

1.1.4 Commonwealth Government Participation

The Commonwealth has no specific powers in regard to apprenticeship other than direct administrative responsibility for the training of apprentices in Commonwealth Departments and Instrumentalities, the Defence Forces and the Australian Capital Territory. The Constitution does, however, confer other powers which require or enable involvement in apprenticeship generally. For example:

- through the Australian Conciliation and Arbitration Commission, the Commonwealth has powers to administer provisions relating to apprentice training within relevant Federal industrial awards. However, in many cases Federal awards provide for the automatic application of training statutes and regulations existing in the State in which the apprentice is employed. In cases where provisions within Federal awards conflict with those within State awards or legislation, the Federal award provisions prevail;
- the Commonwealth has powers to provide money to apprentices or employers and exercises these powers through a number of programs of direct financial support. The principal program of apprenticeship support funded by the Commonwealth is the Commonwealth Rebate for Apprentice Full-time Training (CRAFT), for which

$109.8 million has been allocated during 1987/88. It also funds special measures in support of apprentice training through the Special Assistance Program. In addition, the Commonwealth provides support through the Group Training Scheme and the Special Trade Training Program for initiatives undertaken in co-operation with the States and Territories. Details of these programs are provided in Section 1.1.9.

The Commonwealth's responsibilities in terms of national economic management and social equity enable it to influence the quality and provision of apprentice training. In this context the Commonwealth is vitally concerned with the effect the availability of skilled labour has upon the state of the economy in terms of national production, overseas trade, defence potential, employment rates, wage rates and price inflation. This concern underlies the increase in its direct involvement in apprenticeship since the Second World War and the exercise of powers and influence in a variety of ways:

- through its powers to grant money to the States for specific purposes it can encourage the States and Territories to consider alternative approaches to apprenticeship training;
- its social security powers enable it to determine the level of assistance provided to different categories of trainees;
- immigration policies can affect the level and pattern of domestic provision of skilled labour, and taxation laws and concessions influence the cost/benefit aspects of training.

The Commonwealth also exercises influence in the area of apprenticeship through consultation with the States and Territories in a number of forums, the principal of which are the Conference of Commonwealth and State Labour Ministers, the Departments of Labour Advisory Committee (DOLAC) and the Commonwealth/State Training Advisory Committee (COSTAC). The operation of these bodies is outlined in Section 1.1.7.

1.1.5 Employer and Trade Union Participation

Both employers and unions play a significant role in the Australian apprenticeship system. Employers provide on-the-job and in-plant off-the-job training which comprise approximately 90 per cent of the total training received by apprentices in most trades, and their willingness to take on apprentices is the single most important factor affecting the future supply of skilled tradespersons. Both employers and unions can influence the conditions of training provided for in Federal and State awards and, through their attitudes and reactions, can significantly affect the outcome of policies on apprenticeship initiated by governments.

The significance of their role is reflected in their participation at all levels of the advisory networks which have been established to assist governments in developing and implementing trade training policy. Employer and union representatives participate at the Commonwealth and national levels through membership of tripartite committees such as COSTAC, the National Labour Consultative Council and a number of Commonwealth committees. Participation of employer and union representatives on State/Territory bodies, such as training authorities and their advisory committees, is usually written into State/Territory apprenticeship legislation. At the local level they may also exercise influence through participation on TAFE college councils and committees.

In addition, the reaction of relevant employer and union organisations to particular policy proposals is sought through other means such as surveys or direct contact.

Employers and unions are also often closely involved in the establishment and administration of special trade training arrangements.

1.1.6 Technical Education

Administrative and financial responsibility for technical and further education lies with State/Territory Governments. However, the Commonwealth has played a major role in supplementing State/Territory efforts, particularly since the report of the Australian Committee on Technical and Further Education (ACOTAFE) in 1975.

TAFE colleges contribute to the training of apprentices by providing formal courses which are usually designed to cover the theoretical components of training and the practical application of theory. Technical college course work usually occupies about 10 per cent of the apprentice's total time in training, that is 105-110 days. This is most commonly arranged in 3 stages over the first three years of the apprenticeship, although training may be accelerated in some cases. Attendance at college is normally compulsory and is arranged through release from the employer either for one day a week, or through block release arrangements lasting up to seven weeks at a time. The balance of the training is provided on-the-job by employers.

TAFE colleges also provide trade based pre-employment training for young people who, although not apprenticed, wish to commence trade training. These courses cover 1 or 2 stages of the technical education undertaken by apprentices and provide the basis for reductions in the terms of subsequent apprenticeships.

TAFE authorities generally play the major role in the development and review of trade course curricula although in most cases State/Territory training authorities have powers to monitor and approve course content. Generally, TAFE and training authorities co-operate in the development of formal courses in trade theory.

1.1.7 Co-ordination of Apprenticeship in Australia

Co-operation among governments on a range of industrial relations and occupational matters is promoted through the Conference of Commonwealth and State Labour Ministers. Membership includes the Northern Territory. The Conference is chaired by the Commonwealth Minister for Employment, Education and Training. The responsibilities of the Conference include oversighting apprenticeship in Australia and the co-ordination of national efforts to achieve desirable changes and reforms within the apprenticeship system.

The Conference is supported by the Departments of Labour Advisory Committee (DOLAC). This is a committee of permanent heads of Commonwealth and State Labour Departments, chaired by the Secretary of the Commonwealth Department of Employment, Education and Training. Membership includes the Northern Territory. DOLAC orders the business of Ministers' Conferences and acts in its own right as a consultative body to provide an avenue for the exchange of information on matters of mutual interest and concern across the whole spectrum of activities administered by Commonwealth and State Labour Departments. These activities include the provision of advice to Ministers on matters concerning the development of apprenticeship throughout Australia.

The Commonwealth/State Training Advisory Committee (COSTAC) was established in 19[illegible] replace the Commonwealth/State Apprenticeship Committee. COSTAC comprises a balanced representation of senior officials from Commonwealth, State and Territory training authorities, TAFE authorities and one representative each of employers, unions and the Australian Council for Employment and Training. The purpose of the Committee is to exchange information and discuss matters of interest to both the labour and TAFE sectors concerning the administration of systems of training, including apprenticeship, and to inquire into and report to the Conference of Commonwealth and State Labour Ministers on training matters referred to it by the Conference. It meets annually and generally reports to the Ministers' Conference through DOLAC. The Department of Employment, Education and Training, on behalf of COSTAC, annually publishes a national collection of statistics on apprenticeship.

Both DOLAC and COSTAC may establish sub-committees or working parties to undertake specific tasks. The secretariats of the Conference of Commonwealth and State Labour Ministers, DOLAC and COSTAC are currently provided by the Commonwealth Department of Employment, Education and Training.

1.1.8 Current Reforms in Apprenticeship

In January 1985, the report of the Committee of Inquiry into Labour Market Programs (Kirby Committee) was released. The Committee was commissioned by the Federal Government in December 1983 to assess Federal training and work experience programs and to recommend improvements.

Chapter 8 of the Committee's report dealt with trade training arrangements and related Federal support. The Committee made 20 recommendations (Recommendations 23 to 42), including

- training matters in industrial relations legislation,
- measures to increase the quality and quantity of trade based pre-employment (TBPE) courses,
- measures to increase the numbers of females participating in trade based pre-employment courses and in apprenticeship generally,
- measures to improve the quality of apprenticeship training in TAFE and industry, and
- proposals to redirect funds expended under current Federal Government programs to assist in providing a broader spectrum of training opportunities.

Both DOLAC and COSTAC are involved in consideration of these recommendations as part of their role in the development and reform of apprenticeship in Australia. COSTAC, in addition to its role in apprenticeship, is also involved in the development of the Australian Traineeship System as proposed in the Kirby report.

Over the past 3 years, COSTAC and DOLAC have pursued a number of issues of significance to the trade training system. These have included:

- the referral of the matter of removing restrictive training provisions from Federal Awards to the National Metal and Engineering Labour Market and Training Project for its consideration in relation to [illegible]ls industry in an attempt to develop a strategy to expedite the present process of change initiated by the removal of the age restriction from the Metal Industry Award in September 1987
- support for a continued increase in the number of trade based pre-employment (TBPE) course places being provided throughout Australia. COSTAC has endorsed the Report of the DOLAC Working Party on TBPE and its recommendations
- support for early implementation of the recommendations of the report of the working party group on Women in Apprenticeship. COSTAC has recommended that 'Tradeswomen on the Move' projects, funded jointly by the Commonwealth and respective States/Territories should be conducted in all States/Territories in 1988 as a means of increasing intakes of women into non-traditional trades and that the access of women to non-traditional trades through TBPE courses be improved (Kirby Rec. 28-31)
- COSTAC endorsement of the report and recommendations of the working party on Kirby Recommendation 33 (Co-ordination of elements of trade training) and the referral of its recommendations to relevant areas
- COSTAC endorsement of the continued development of group training arrangements (Kirby Rec. 35).

A DOLAC working party was established in September 1987 to examine and report on the introduction of a competency-based trade training system. The working party is expected to provide its final report late in 1988.

As part of its commitment to ensuring the continued effectiveness and relevance of the various skills training programs, the Commonwealth Government has directed that such programs be periodically evaluated. In this context the Commonwealth Department of Employment, Education and Training has recently undertaken a review of the apprenticeship support programs. As a result of this review, the following changes will be introduced with effect from 1 January 1988:

- introduction of the Apprentice Training Incentive (ATI) under CRAFT which will direct assistance towards training outcomes rather than cost inputs tied to TAFE attendance. This is intended to encourage increased flexibility in the trade training system, increase industry contribution to training and move the system towards a competency based rather than a time-served approach to the acquisition and accreditation of skills, and
- the Technical Education Rebate (TER) will be progressively phased out.

1.1.9 Financing Apprenticeship Training

State/Territory Governments and the Commonwealth help pay for apprentice training, including associated technical education. The major areas of funding are summarised below. More detailed information on the programs mentioned is contained in separate publications which are available through the relevant State and Territory authorities listed in the Directory in Section 2 of this document and through the Commonwealth Department of Employment, Education and Training.

State/Territory Government Expenditure

State/Territory funding of apprenticeship encompasses the funding of TAFE, costs of administering the apprenticeship system (including provision of apprentice supervisors to supervise training provided by employers), and assistance to employers and apprentices.

The annual total expenditure (including recurrent and capital costs) on TAFE is currently estimated at about $1500 million, of which approximately three-quarters is provided by State/ Territory Governments. The bulk of TAFE recurrent expenditure, totalling about $1200 million is provided by State/Territory Governments and about one third of the recurrent expenditure is directed to the technical education of apprentices.

Assistance to employers and apprentices includes:

New South Wales

Building Industry Long Service Leave Contributions:

Employers are not required to pay contributions to the Long Service Payments Corporation on behalf of building trades apprentices. However, they are still required to lodge monthly returns with the Corporation showing details of the days worked by apprentices so that the apprentices receive correct credits.

Apprentices must be registered to be eligible for benefits.

Country Apprentices Training Assistance Scheme:

Registered apprentices who have to live away from home to attend their prescribed technical college course by block release are eligible for the following subsidies —

- $8.00 per day towards the cost of accommodation, and
- 5c per kilometre towards the cost of travel.

This is a State Government subsidy which is currently assisting 2000 country apprentices who do not live within a reasonable distance of a technical college conducting the required course.

Government Apprentice Intake Scheme:

Governments employ trade trained personnel in many trade based positions. These include trade teachers, technical officers and inspectors as well as tradespersons.

This Scheme was established in 1978 to ensure that Departments and Authorities train to capacity to avoid becoming nett 'poachers' of skilled workers.

Each Department and Authority has an apprentice number which is separate from their normal staff number. This apprentice number is reviewed annually by the Directorate in consultation with the particular Department or Authority. Adjustments are made to take into consideration factors such as changes in the number of tradespersons employed, trade work available etc.

The Minister for Industrial Relations and Employment then recommends to the Premier the apprentice number to be set for the following year for each Department and Authority. If he concurs, the Premier advises his Ministers accordingly and, where appropriate, the Treasurer provides the funds necessary in the Department's/Authority's Salaries Account.

The setting of this apprentice number automatically sets the apprentice intake for the following year.

Government Contract Apprentice Employment Policy:

The New South Wales Government Purchasing Policy requires State Government contractors to maintain an apprentice training effort of at least 20 per cent, *i.e.* one apprentice to every four tradespersons employed, for the duration of the contract. This is considered to be generally the minimum necessary to the skilled workforce stock.

There are currently two types of clauses being used. One specifies the 1:4 ratio whilst the other specifies that 20 per cent of the trade work must be undertaken by apprentices. They are each used for

different circumstances but are intended to have the same effect.

These clauses are included in State Government specifications where —

(i) The contract price is in excess of $250 000; and

(ii) The contract involves or could involve:
- construction, and/or
- manufacturing in New South Wales on a jobbing basis, and/or
- at least 20 per cent of the contractors annual New South Wales production of standard products, and/or
- installation, and/or
- maintenance and service; and

(iii) **At least 50 tradesperson weeks are involved in the contract and could be reasonably expected to be undertaken in New South Wales.**

Department of Housing Incentive Scheme:

The NSW Department of Housing provides bonuses to its building contractors who employ apprentices or who engage sub-contractors who do so.

The bonus varies according to the number and type of dwellings and the number and trades of the apprentices. The current maximum bonus payable per dwelling is $340.

Public Transport Fare Concession:

Apprentices in 1st and 2nd year receive half fare concession on public transport between their place of residence, place of employment and technical college. This does not apply to those apprentices attending block release classes.

The objective of this Scheme is to reduce some of the financial burden of travelling long distances daily on the lower wage rates, and to encourage young people to look beyond their immediate home suburb for an apprenticeship.

Victoria

Work Care and Payroll Tax Rebates:

Employers receive a rebate of accident compensation levy and payroll tax paid in respect of the wages paid to apprentices.

Long Distance Travelling Subsidy:

Apprentices travelling more than 64 km per return journey to attend trade classes are eligible for a subsidy of 3 cents for each km travelled. Apprentices residing within 40km of the GPO or in the city of Frankston are eligible only if they travel to classes outside these areas.

Accommodation Allowance:

Apprentices who are unable to attend classes at a local trade school can be directed to attend block release classes in Melbourne or a provincial centre. These apprentices receive an accommodation allowance of from $37-$45 a week and free return travel on public transport or, where that is impracticable, the travelling subsidy.

Fares

First year apprentices not receiving travel assistance as prescribed above will be eligible for a rebate of public transport fares of $2.40 on days they attend trade classes.

Queensland

The Queensland Department of Employment, Vocational Education and Training subsidises travel of apprentices who are required to live away from their homes in order to attend college for block release training. They are paid specified subsidies which help to offset additional costs incurred.

Western Australia

Two schemes operate in Western Australia in respect of first year apprentices only.

Workers' Compensation Rebate Scheme:

The employer receives the rebate on workers' compensation premiums paid in respect of first year apprentices only.

Payroll Tax Exemption:

The employer is exempted from payroll tax in respect of first year apprentices only.

Living Away From Home Allowance (LAFHA):

Indenture apprentices required to attend block release classes at approved colleges of TAFE, both Metropolitan and North West Colleges, are eligible to receive financial assistance to help offset the cost of living away from home. The payment of the LAFHA is as follows:

	Metro Rate	** North West Rate*
First Year	$40.00 p/w	$90.00 p/w
Second Year	$37.50 p/w	$88.00 p/w
Third and Subsequent Year	$35.00 p/w	$85.00 p/w

* North West Rate refers to Hedland and Karratha Colleges only.

South Australia

Travelling Allowance and Boarding Allowance:

Indentured apprentices required to attend an approved course of instruction at a College of TAFE are eligible for some financial assistance in covering the cost of accommodation and travel provided their home address is in excess of 35km distance from the allocated college.

In the majority of cases this applies to apprentices who live in the country and are required to attend a college on block- release. It may also apply to apprentices who attend a college on a daily basis provided they travel in excess of 70km per return trip.

The payment for boarding allowance is as follows:

- 1st year apprentice... $82.00 per 10 day fortnight;
  $65.60 per 8 day fortnight;

- **2nd year apprentice.** $76.00 per 10 day fortnight;
  $60.80 per 8 day fortnight;
- **3rd year apprentice.** $70.00 per 10 day fortnight; and
  $56.00 per 8 day fortnight.

The subsidy payable under the travelling allowance is based on one of the following, according to the expenses incurred —

(a) Public transport expenses incurred for which the production of receipts or tickets is necessary;

(b) Private vehicle travel where the amount of reimbursement is for that distance travelled in excess of 70 kilometres per return trip, calculated at 5 cents per kilometre;

(c) Apprentices who live on Kangaroo Island or more than 550 kilometres by road from their place of boarding accommodation may apply for reimbursement of airfares;

(d) When an apprentice, living more than 35 kilometres from the appropriate college, chooses not to board but to travel from home each day, the amount of reimbursment for such travel will not exceed the total payable for accommodation plus travel at the beginning and end of each fortnightly block of attendance.

In instances when the Department of Technical and Further Education in South Australia is unable to provide technical education for indentured apprentices the Industrial and Commercial Training Commission is responsible for arranging that education elsewhere. Advice on the allowances payable in these circumstances is available from the Department of TAFE.

Tasmania

The Tasmanian Employment Programme is designed to encourage all businesses to employ an extra one or more persons on a full-time basis for which a subsidy of $5000 ($64 per week) will be paid for each full-time position filled for 18 months by a person who has previously been unemployed.

Travelling and Boarding allowances are payable to apprentices required to live away from home to attend College for a continuous course. Allowances are the return air or bus fare between the place of residence and the College and $59.00 per week (intrastate) and $83.00 per week (interstate) towards accommodation expenses.

Northern Territory

Payroll Tax Refunds:

The Northern Territory Government will refund all payroll tax paid in respect of each apprentice employed.

Employment of Apprentices on Northern Territory Government Contracts:

The Northern Territory Government requires of those entering Government contracts, that 1 to 4 apprentices be employed for 75 per cent of the duration of the contract.

State and Territory Governments also provide joint funding with the Commonwealth under the Commonwealth Group Training Scheme Program and the Special Trade Training Program noted below.

Commonwealth Government Expenditure

The role of the Commonwealth in the financing of apprenticeship covers three areas:

- supplementary funding of technical education provided to apprentices through TAFE institutions;
- funding of training undertaken in industry and assisting employers to release apprentices to technical education; and
- assistance directly to apprentices.

Although technical education is a State/Territory responsibility, their efforts have been supported financially by the Commonwealth since 1975. At present the Commonwealth provides approximately one quarter of the total funds available to TAFE. Commonwealth funds are provided through the Department of Employment, Education and Training for:

(a) TAFE Infrastructure Program, which comprises capital and equipment grants;

(b) General Recurrent Program;

(c) Programs for adult literacy, non-Government adult education and advanced English language courses for migrants; and

(d) Labour market programs, primarily on a fee-for-service basis.

Other Commonwealth agencies also direct funds to State/Territory TAFE systems, mostly for particular course provision on a fee-for-service basis.

The Commonwealth pays for most of the capital development of TAFE, and through its capital expenditure program has supported a major expansion of trade training facilities in TAFE.

The major form of Commonwealth assistance for apprenticeship is through the Commonwealth Rebate for Apprentice Full-time Training (CRAFT). A total of $109.8 million has been allocated to this program for 1987-88.

The CRAFT program comprises

- the Technical Education Rebate (TER), which is paid to employers of apprentices to compensate for the costs of releasing apprentices to attend the compulsory education component of their training during paid working hours;
- In 1987 the Commonwealth decided to change the nature of its CRAFT support from a focus on cost inputs tied to TAFE attendance, to a system of standard grant payments. The new system, the Apprentice Training Incentive (ATI), applies to apprentices who commenced from 1 January 1988. TER is to be progressively phased out.

The ATI provides two grant payments to employers, one at the start of an apprenticeship and one on completion. The Commonwealth has indicated its intention to encourage a greater focus on competency outcomes from the trade training system in the longer term and the ATI is a first step towards achieving this objective.

- the Off-the-Job Training (OTJ) Rebate which is paid to employers who
  - (a) release their apprentices to attend approved off-the-job training courses in their own establishments;
  - (b) release their apprentices to attend approved off-the-job training courses in another establishment training centre;
  - (c) act as host trainers to other employers' apprentices; and
  - (d) combine to form a co-operative to conduct an approved off-the-job training course;
- the Living Away From Home Allowance (LAFHA) which is paid to apprentices in their first and/or second year of apprenticeship training who need to live away from their parental home in order to obtain or remain in their apprenticeship;
- the Pre-Vocational Graduate Employment Rebate (PVGER) which is a lump sum payment to employers of $820 in respect of each graduate of a trade based pre-employment course who is apprenticed and who receives a specified credit for technical education and whose indenture period is reduced by at least six months from the normal period for the trade concerned. The PVGER was introduced on 1 March 1984 to replace a previous incentive for employment of such graduates based on the CRAFT TER.

Eligibility of an apprenticeable occupation for CRAFT assistance is determined on the basis of the following criteria:

- the level of training and skill development involved;
- the degree of manual skill and technical knowledge required;
- the extent to which the occupation is afforded community recognition as a trade;
- whether it is approved for CRAFT eligibility in other States.

The Commonwealth has also provided $19.4 million for Special Apprentice Training during 1987-88. This has four components:

- the Special Assistance Program (SAP) which provides assistance to apprentices who are out-of-trade whilst completing their basic trade course or undertaking approved off-the-job training on a block release pattern;
- the Special Trade Training Program which operates in co-operation with the States and the Territories to provide special assistance to alleviate current or future skill shortages. The objective of the program is to develop new approaches to trade training. It includes a range of schemes through which innovations can be tested and/or introduced. In 1987-88 assistance has been made available to the States and the Northern Territory under this program for additional trade based pre-employment course places;
- the Group Training Scheme which provides assistance, in conjunction with the States and Territories, towards administrative costs of developing new and expanding existing group training schemes; and
- the Disabled Apprentices Program which encourages the employment of disabled apprentices through a subsidy to employers of $104.30 per week over the full term of each apprenticeship. In addition, up to $2000 is available for the modification of the workplace to meet the needs of disabled persons.

Aboriginal Apprentices:

To encourage equal opportunities in apprenticeship, the Commonwealth Government provides special assistance to employers of Aboriginal apprentices. Under the Training for Aboriginals Program, employers can be paid a wage subsidy of up to 100 per cent for up to the full term of the apprenticeship.

1.2 OVERVIEW OF THE AUSTRALIAN TRAINEESHIP SYSTEM

1.2.1 General Description

The Australian Traineeship System (ATS), announced in August 1985, is a new vocational training system for young people. This new system provides a combination of on and off-the-job training for young people entering the workforce.

Traineeships encourage the development of skills that assist young people and industry to adapt more readily to the changing patterns of employment and the impact of new technologies in the workplace. They also provide the opportunity for employers to enhance the quality of on-the-job training which, linked with off-the-job training, will lead to a more skilled and adaptable workforce.

A traineeship provides broad-based training for young people, which not only better prepares them for the world of work but also offers the opportunity to progress to permanent employment and a worthwhile career, and/or further training and education.

ATS is administered and funded by the Commonwealth and State/ Territory Governments and has been introduced in consultation with industry, unions, young people, the education sector and training providers.

The Aim

ATS aims to achieve long-term fundamental improvements in training arrangements for young people in non-trades employment and thereby improve both the long-term employment prospects of young people and the national skill base.

The Objectives

The objectives are:

- to provide increased employment and training opportunities for youth;
- to extend the provision of quality on-and off-the-job training of relevance to industry and to young people;
- to provide trainees with qualifications that are recognised by industry and education bodies, and which can be used as a step to permanent employment and a worthwhile career, and/or further education and training; and
- to provide equal access to employment and training opportunities for young men and women.

1.2.2 Essential Features

Traineeships provide broad-based training in non-trades occupations and open up new paths of labour market entry and career development for young people.

The training undertaken consists of:

- planned and structured on-the-job training provided in the workplace; and
- off-the-job training in a planned program of learning away from the normal workplace.

The on-and off-the-job training are closely linked to ensure quality training, relevant to industry needs, leading to the achievement of performance outcomes in skill areas undertaken.

Traineeships are of at least 12 months duration and include a minimum of 13 weeks off-the-job training, spread throughout the year in a TAFE college or other approved training centre.

Trainees achieve:

- competence in a job and/or a range of occupational skills;
- competence in a range of general skills including numeracy, communication, problem solving and practical skills; and
- personnel work effectiveness skills.

All 16-18 year olds are eligible to participate in traineeships. Those who have left school without completing Year 12 or equivalent are given preference. Under special circumstances 15 and 19 year olds may also participate.

Employers and trainees enter into a formal training agreement which is registered with the State training authority. This agreement provides details of the traineeship and outlines the responsibilities of both parties. The employer is responsible for ensuring that the trainee receives quality on-the-job training, and for releasing the trainee to attend the off-the-job training component. The trainee is required to attend and participate in the training provided.

State training authorities have responsibility for approving training arrangements in the States and Territories and are responsible for the approval, monitoring and certification of traineeships.

On successful completion of the traineeship, a trainee is awarded an Australian Traineeship System certificate by the State training authority which attests to the training undertaken and the skills acquired.

The certificate provides the trainee with marketable qualifications for future employment and is recognised widely by employers and industry. It may also be used as a step to further education and training opportunities.

1.2.3 Quality Vocational Training

Quality training is a key element in all traineeships. A training plan provides a clear path which trainees take through the training arrangements both on and off the job to acquire the specified skills.

To achieve quality and consistency, a comprehensive approach is taken to developing the content of training and its delivery. Each training plan specifies:

- the training objectives;
- the curriculum;
- how the on-and off-the-job training will be linked;
- arrangements for induction, monitoring of progress, assessment and supervision of trainees;
- the links between the traineeship certificate and further education and training; and
- a summary of what the trainee should be able to do at the end of the traineeship.

Employers are encouraged to send their supervisors to a train- the-trainer program to ensure appropriate delivery of on-the-job training.

The Commonwealth's National Trainer Training Service provides Traineeship Trainers' courses at National Trainer Training Service Centres, on the employer's premises or through distance learning packages. Similar courses may also be provided by TAFE.

State training authorities will assist employers with advice and support in fulfilling their training responsibilities under the traineeship agreement.

1.2.4 Industrial Matters

An award variation or industrial agreement is negotiated between relevant employers and unions through existing industrial relations processes. The agreement covers the trainee wage and employment conditions.

The trainee wage is generally set with reference to relevant junior rates for time spent on the job, and is normally averaged over 52 weeks to ensure the trainee receives a consistent trainee wage over the year.

Note: The trainee wage, as at 10 March 1987, cannot be less than $99.30 a week. This figure is adjusted in accordance with National Wage Case decisions and flow-ons to States.

Other conditions of employment such as hours of work and leave are normally derived from existing award provisions or an appropriate alternative agreement between the parties.

1.2.5 Participation by Employers, Unions and Trainees

In the long-term, the Australian Traineeship System will provide for training arrangements in a wide range of occupations and industries not presently covered by other broad-based structured training arrangements.

To undertake the development of quality training arrangements, Industry Working Groups have been established in each State and Territory. These groups are made up of employers, unions, TAFE and other training providers, and Government representatives. Industry Working Groups submit training arrangements to the State training authorities for approval.

As at 31 December 1987, 156 traineeships were operating across a wide range of industries.

Employers

Individual Employers

Generally, employers eligible to participate are those who:

- have entered into or are party to an appropriate Industrial Arrangement; and
- are operating in industries and occupational areas covered by approved traineeship training arrangements.

Employers may recruit trainees in accordance with their normal recruitment methods, including through the Commonwealth Employment Service (CES). Each trainee recruited from the eligible group will attract for the employer an on-the-job training fee. To attract the *additional* incentive for disadvantaged trainees, these trainees must be assessed as disadvantaged by the CES prior to commencement in a traineeship.

Employers are particularly encouraged to consider placing males and females in occupational areas in which they are traditionally under-represented.

Group Training Schemes

Group Schemes are those where an approved organisation enters into an agreement with Commonwealth and State-Territory Governments to organise and deliver traineeships on behalf of groups of employers and young people. These schemes are non- profit making and operate in the same way as Group Schemes, which employ apprentices under the management of tripartite committees.

The Group Scheme employs the trainees and arranges for the on- the-job training to be provided by a number of participating employers.

Group Schemes are likely to be particularly attractive to small firms which individually have neither the training facilities nor a suitable range of work to provide comprehensive training.

Unions

Unions participate in the Australian Traineeship System through:

- their responsibilities in the negotiation of industrial arrangements with employers. These arrangements are negotiated through existing industrial relations processes;
- membership of Industry Working Groups, where they are involved in both the design and development of training arrangements;
- membership of training authorities which are responsible for approving and monitoring traineeships; and
- representation on the management committees of Group Training Schemes.

Trainees

All 16-18 year olds are eligible to participate in traineeships. Those who have left school without completing Year 12 or equivalent are given preference.

Participating employers are encouraged to advertise traineeships as available to the priority group, 16-18 year olds. However, under certain circumstances 15 year olds may participate in traineeships with the approval of the State training authority:

- where possible, 15 year olds who apply for a traineeship should first receive counselling as to the full range of education and training options open to them. Counselling is available through the CES;
- in cases where 15 year olds are recruited they should have completed Year 10.

19 year olds' access to traineeships is possible in the following circumstances:

- if they have not successfully completed Year 12 and have little or no work experience, they can participate in any traineeship;
- other 19 year olds may be eligible to participate, on the same basis as 16-18 year olds, where all parties to the development of industrial arrangements for a particular traineeship are agreed that such wider participation should be allowed to occur.

As well as additional Commonwealth assistance to encourage employers to recruit the disadvantaged, special preparatory courses are available to assist the disadvantaged to become more competitive when seeking traineeship places. As a result of these provisions it is expected that, overall, 15 per cent of traineeship places will be filled by the disadvantaged.

1.2.6 Training Providers

TAFE is the major provider of off-the-job training with a central role to play in the Australian Traineeship System. Off-the-job training may also be provided in other approved training centres, including employers' premises.

1.2.7 Issue of Traineeship Certificate

State training authorities have responsibility for approving training arrangements in the States and Territories, and are responsible for the approval, monitoring and certification of traineeships.

Trainees receive a Traineeship Certificate from the relevant training authority on successful completion of the training, as set down in the approved Training Plan for each Traineeship.

In addition, in most States and Territories off-the-job providers also issue a certificate in respect of the coursework completed. Training authorities may also issue a Certificate of Completion, or Statement of Attainment where a trainee has successfully completed only the on-the-job component of the traineeship.

New South Wales

On completion of the traineeship, the Commerce and Industry Training Council (CITC) receives from the off-the-job training provider a pass/fail rating for each subject, and from the employer a statement as to whether or not the trainee has satisfactorily completed the on-the-job training. If the trainee has successfully completed both components, the CITC issues a 'Certificate of Proficiency'.

Victoria

On completion of the traineeship, the State Training Board of Victoria seeks advice from both the off-the-job provider and the employer on whether or not the trainee has successfully completed each component of the traineeship. The STB then issues a 'Certificate of Competency' if the trainee has successfully completed both components.

Queensland

On completion of the traineeship, the Department of Employment, Education and Training receives the Training Record Book from the trainee. On the basis of competencies achieved (as outlined in the Record Book), and an advice of successful completion from the off-the-job provider (i.e. results for each subject/module), the Department issues a 'Certificate of Proficiency' to the trainee along with the return of the Record Book.

Western Australia

On completion of the traineeship, the Industrial Training Advisory Council (ITAC) issues a 'Certificate of Proficiency' based on competencies satisfactorily achieved both on and off the job, as attested to in the trainee's Training Record Book.

South Australia

At the completion of the traineeship, the Industrial and Commercial Training Commission (ICTC) issues a 'Certificate of Proficiency' to the trainee based on:

- competencies achieved as attested to in the Training Record Book;
- formal notification from the off-the-job provider that the trainee has successfully completed the off-the-job component; and
- formal advice from the employer that the trainee has completed the traineeship.

Tasmania

On completion of the traineeship, the Training Authority of Tasmania (TAT) seeks a statement from the off-the-job trainer that the trainee has achieved the competencies as outlined in the Training Record Book. The Record Book forms the basis of an assessment of the successful completion of the on-the-job component. If both components have been successfully completed, the TAT then issues a 'Certificate of Proficiency' to the trainee.

Australian Capital Territory

On completion of the traineeship, the ACT Task Force on Traineeships receives, through the Field Officer, a summary (from both the off-the-job provider and the on-the-job employer) of the trainee's performance against the agreed minimum standards set by the IWG and endorsed by the Task Force. Field Officers also provide the Task Force with an assessment, based on the Training Record Book, on whether or not the trainee has satisfactorily completed the traineeship. The Field Officer returns the Record Book to the trainee, and the Task Force then issues a 'Certificate of Proficiency'.

Northern Territory

At the completion of the traineeship the Department of Labour and Administrative Services receives advice from both on-and off-the-job providers that the trainee has met the terms of training as outlined in the Training Plan. On receipt of this advice the Department then issues a 'Certificate of Proficiency'.

1.2.8 Financial Assistance to Employers

Employer On-Costs

A range of provisions or concessions to cover employer on-costs for approved trainees is available. The nature of these provisions varies between States and Territories, but for the most part mirrors those available to the employers of first year apprentices, as follows:

New South Wales

- Employers of trainees receive a full rebate of payroll tax in respect of trainee wages;
- Employers are automatically covered for workers' compensation in respect of trainees.

Victoria

- Employers of trainees receive a full rebate of payroll tax in respect of trainee wages;
- Employers are eligible for a rebate of the Workcare levy for all trainees.

Queensland

- Employers of trainees receive a full rebate of payroll tax in respect of trainee wages.

Western Australia

- Employers of trainees are exempted from payroll tax in respect of trainees;
- Employers are reimbursed a portion of the workers' compensation premium payable for trainees.

South Australia

- Employers of trainees are exempted from payroll tax in respect of trainees.

Tasmania

- The Tasmanian Government makes payable an amount of $1,000 to employers in respect of each approved trainee to offset the cost of trainee-related payroll tax and workers compensation payments.

Australian Capital Territory

- Payroll tax has been waived for all trainees;
- Employers are reimbursed workers' compensation premiums payable for trainees.

Northern Territory

- Employers of trainees are exempted from payroll tax in respect of trainees;
- Employers are reimbursed workers' compensation premiums payable for trainees.

On-the-Job Training Fee

The Commonwealth provides, in progressive payments, $1,000 per approved trainee to help employers offset the costs of providing on-the-job training.

To receive payment of this fee, employers must employ a person from the eligible group in an approved traineeship and undertake to provide satisfactory training leading to the granting of a certificate by the State training authority.

The on-the-job training fee is payable only for a 12 month period (i.e. traineeships of longer than 12 months do not attract higher fees).

Additional On-the-Job Training Fee

To receive payment of this additional $1,000, trainees must be assessed as disadvantaged by the CES prior to commencement in a traineeship. The disavantaged include:

- long-term unemployed, Aboriginal people, people with disabilities, migrants with English language difficulties, and others assessed by the CES as being at a disadvantage in the labour market.

The fee is payable only for a 12 month period.

1.2.9 Financial Assistance to Off-the-Job Training Providers

The Commonwealth pays a training fee to approved training providers for each trainee attending off-the-job training, whether with TAFE or with other approved training providers. The fee is payable only for a 12 month period, i.e. an off-the- job component of 13 weeks. (Off-the-job training of more than 13 weeks does not attract a higher fee).

1.2.10 Financial Assistance to Trainees

Living Away from Home Allowance

Where suitable traineeships are not available locally, trainees required to move residence to take up a traineeship may be eligible to receive a Living Away from Home Allowance (LAFHA) from the Commonwealth.

State and Territory Governments also make available to trainees accommodation allowances and travel subsidies to attend off-the- job training as follows:

New South Wales

- A daily travel concession of 50 per cent of the adult fare is available on Government Transport in the metropolitan area;
- Free train travel from non-metropolitan areas is available to trainees required to attend block release training;
- $8 per night accommodation assistance is available to trainees who are required to live away from their place of residence to attend block release off-the-job training.

Victoria

- Trainees travelling more than 64 kilometres per return journey by private vehicle to attend off-the-job training are eligible for a subsidy of 3 cents per kilometre;
- Trainees fares to attend off-the-job training in excess of $2.30 per day are reimbursed;
- Trainees attending block release training are provided with a return economy rail voucher, or fares are reimbursed (unless travelling by private vehicle as set out above);
- $9 per night accommodation allowance is available to trainees attending block release training.

Queensland

- Trainees who reside more than 40 kilometres from a TAFE college and who travel daily receive a refund of travel costs;
- Trainees who reside less than 40 kilometres from a TAFE college are entitled to a refund of costs in excess of $2 per day;
- $47.40 per week accommodation subsidy is available for trainees attending block release and a travel warrant for one return trip from home to college (usually train or bus, or air travel where travel time is in excess of two days).

Western Australia

- Trainees are entitled to reimbursement of travel costs to attend off-the-job training, as follows:
  20-30 kilometres, $1.90 per day
  30-50 kilometres, $2.85 per day
  50-70 kilometres, $4.75 per day
  Over 70 kilometres, $6.65 per day;
- Accommodation assistance of $30 per week is available to trainees who have to live away from home to attend block release off-the-job training ($67.20 per week if attending Karratha and Hedland Colleges).

South Australia

- Trainee fares for travel in the metropolitan area to attend off-the-job training in excess of $2.40 per day are reimbursed;
- Travel allowance of 5 cents per kilometre is payable for the distance in excess of 35 kilometres each way that trainees have to travel per day by private vehicle to attend off-the-job training;
- Block release trainees receive the same subsidy for one return trip in respect of each 2 week block release period;
- Public transport expenses in excess of $2.40 per day are reimbursed in the metropolitan area;
- $8.20 per night accommodation assistance is available to trainees required to live away from their place of residence to attend off-the-job training.

Tasmania

- Trainee travel costs to attend off-the-job training in excess of $2.20 per day are reimbursed;
- Block release trainees receive the return bus fare (or air fare if training is on the mainland);
- Accommodation allowance is paid for trainees attending block release off-the-job training, at the following rates:
  Within Tasmania, $65 per week;
  Mainland, $92 per week.

Australian Capital Territory

- Trainees are reimbursed for fare costs in excess of $2 per day.

Northern Territory

- Trainees attending block release training receive reimbursement of bus fares or vehicle allowance;
- $90 per week accommodation allowance is available to trainees attending block release training.

1.2.11 Development Grants

The Commonwealth provides grants to assist with the development of traineeships including both the on- and off-the-job training components of traineeships for specific industry sectors

- these grants are available to TAFE, Industry Working Groups, other recognised training providers, and approved organisations and individuals, including consultants, to develop curricula and training materials/resources for traineeships, as well as for other developmental activities.

1.2.12 Trainer Training Assistance

Various forms of assistance are available and, in particular, the Commonwealth provides employers with training guides and materials, and assistance with Trainer Training course fees.

1.2.13 Group Training Schemes

Group Training Schemes employing trainees under ATS are funded jointly by the Commonwealth and State/Territory Governments on the same basis as Group Schemes which employ apprentices.

This assistance offsets administrative costs such as staff wages and salaries, travel costs and general administrative expenses.

SECTION TWO

Directory of Training and Education Authorities

In the following listing Section 2.1 refers to training and education authorities in the various States and Territories, while Section 2.2 lists the state offices of relevant Commonwealth bodies.

2.1 TRAINING AND EDUCATION AUTHORITIES

Training Authority	*Education Authority*
New South Wales	
Apprenticeship Enquiries: — Director of Apprenticeship Apprenticeship Directorate Department of Industrial Relations and Employment 8th Floor 1 Oxford Street (PO Box 848) DARLINGHURST NSW 2010 Phone: (02) 266 8111	Director-General Department of Technical and Further Education 323 Castlereagh Street (PO Box K638) HAYMARKET NSW 2000 Phone: (02) 20 982
Traineeship Enquiries: — Director Human Resources Division Department of Industrial Relations and Employment 6th Floor 1 Francis Street (PO Box 492 Darlinghurst 2010) EAST SYDNEY NSW 2010 Phone: (02) 339 7111	
Victoria	
Apprenticeship Enquiries: — Director Program Management State Training Board Level 24, Rialto Building 525 Collins Street (GPO Box 436) MELBOURNE VIC 3000 Phone: (03) 628 3550	General Manager State Training Board Level 24, Rialto Building 525 Collins Street (GPO Box 6079) MELBOURNE VIC 3000 Phone: (03) 628 3550
Traineeship Enquiries: — Manager (Traineeships) State Training Board Level 3, Rialto Building 525 Collins Street MELBOURNE 3000 Phone: (03) 628 2196	

Queensland

Executive Director
Division of Employment
and Skills Development
Department of Employment,
Vocational Education &
Training
State Law Building
Cnr Ann & George Streets
(PMB 3 South Brisbane 4101)
BRISBANE QLD 4000

Phone: (07) 227 4874

Director-General
Technical and Further
Education
Department of Employment
Vocational Education &
Training
30 Mary Street
(PMB 3 South Brisbane
4101)
BRISBANE QLD 4000

Phone: (07) 237 0100

Western Australia

Director
Division of Industrial
Training
Department of Employment
and Training
St George's Building
18-20 Howard Street
PERTH WA 6000

Phone: (09) 426 8888

Director
Office of Technical and
Further Education
Education Department
151 Royal Street
EAST PERTH WA 6000

Phone: (09) 420 4111

South Australia

Apprenticeship Enquiries: —

Chairman
Industrial and Commercial
Training Commission
7th Floor Pirie Plaza
63 Pirie Street
(GPO Box 1844)
ADELAIDE SA 5001

Phone: (08) 210 8449

Director-General of
Technical and Further
Education
Education Centre
31 Flinders Street
(GPO Box 2352)
ADELAIDE SA 5001

Phone: (08) 227 4217

Traineeship Enquiries: —

Director
Office of Employment and
Training
Pirie Plaza
63 Pirie Street
(GPO Box 1844)
ADELAIDE 5000

Phone: (08) 210 8444

Tasmania

Apprenticeship Enquiries: —

Chairman
Training Authority of
Tasmania
169 Liverpool Street
(GPO Box 301C)
HOBART TAS 7001

Phone: (002) 30 7707

Executive Director of
Technical & Further
Education
Education Department
116 Bathurst Street
HOBART TAS 7000

Phone: (002) 30 6693

Traineeship Enquiries: —

Training Authority of
Tasmania
5th Floor, Legal and
General Building
169 Liverpool Street
(GPO Box 301C)
HOBART TAS 6000

Phone: (002) 30 7011

Australian Capital Territory
Apprenticeship Enquiries: —

Chairman
ACT Apprenticeship Board
PO Box 1982
CANBERRA ACT 2601

Phone: (062) 57 1133

Director
ACT Institute of TAFE
Electricity House
CANBERRA CITY ACT 2601

Phone: (062) 46 3193

Traineeship Enquiries: —

Assistant Director
Traineeships Branch
Department of Employment, Education and Training
ACT Regional Office
Level 2, 62 Northbourne Ave
(PO Box 782)
CANBERRA ACT 2601

Phone: (062) 76 7111

Northern Territory
Apprenticeship Enquiries: —

Director
Division of Employment and Training
Department of Labour and Administrative Services
Minerals House
66 The Esplanade
(GPO Box 4371)

DARWIN NT 0800
Phone: (089) 89 5511

Deputy Secretary
Department of Education
5th Floor
T & G Building
69 Smith Street
(GPO Box 4821)
DARWIN NT 0800

Phone: (089) 89 5863

Traineeship Enquiries: —

Northern Territory Traineeship Secretariat
1st Floor, Minerals House
66 The Esplanade
GPO Box 4371
DARWIN NT 0800

Phone: (089) 81 5700

Other sources of information are:

COSTAC Secretariat
(GPO Box 9880)
CANBERRA ACT 2601

Phone: (062) 76 9379

2.2 COMMONWEALTH INDUSTRIAL RELATIONS AUTHORITIES

Where more precise or up-to-date information concerning apprenticeship provisions in Federal awards made under the Conciliation and Arbitration Act is desired, inquiries should be directed to a representative of the Australian Conciliation and Arbitration Commission or of the Commonwealth Department of Industrial Relations (Arbitration Inspectorate). Where precise and up-to-date information concerning the apprenticeship system in a Federal department or instrumentality is desired, inquiries should be directed to the department or instrumentality concerned.

Australian Conciliation and Arbitration Commission	*Department of Industrial Relations*
New South Wales Deputy Industrial Registrar Australian Conciliation and Arbitration Commission Law Courts Building Level 16 Queens Square SYDNEY NSW 2000 Phone: (02) 230 8111	Chief Inspector Arbitration Inspectorate Shell House 140 Phillip Street SYDNEY NSW 2000 Phone: (02) 235 6100 or (008) 42 2675
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SECTION THREE

Legislation and Description of Authorities

The purpose of this Section is to refer to the Acts of Parliament in each State and Territory under which the regulation of apprenticeship and traineeship arrangements is established and the meaning of these two forms of training under the legislation (Section 3.1). Also covered in Sections 3.2 and 3.3 are the constitution and powers of principal bodies under the Acts. The detailed functions of the principal bodies are listed in Appendix 8.

The Australian Traineeship System has not been specifically included in legislation in all States and Territories but is regulated by the same principal bodies. Details appear under the relevant State heading, as appropriate.

3.1 LEGISLATION GOVERNING CONTROL AND ADMINISTRATION OF APPRENTICESHIP AND TRAINEESHIPS

(a) Acts of Parliament.

(b) Definition of 'apprentice' quoted from the Act.

(c) References to the establishment of the Australian Traineeship System or definitions of 'traineeships' or 'trainees' (where applicable).

New South Wales

(a) *Apprenticeship Act 1981* and Regulations for training matters. *Industrial Arbitration Act 1940* and Regulations for industrial matters.

(b) ' "Indentured apprentice" means an employee who is serving a period of training under an indenture for the purpose of rendering him/her fit to be a qualified worker in a trade.'

' "Trainee apprentice" means an employee, other than a probationer, who is serving a period of training, other than under an indenture, for the purpose of rendering him/her fit to be a qualified worker in a trade.'

' "Probationer" means a person employed in a trade with a view to ascertaining his/her suitability for engagement as an indentured apprentice.'

(c) The Commerce and Industry Training Council ACT, 1983 establishes that body as the one responsible for the approval of training arrangements under the Australian Traineeship System in NSW.

Victoria

(a) *Industrial Training Act 1975*, as amended and Regulations Awards of Conciliation and Arbitration Boards.

(b) '… any person pursuant to this Act bound apprentice by indentures or by assignment of indentures to an employer in an apprenticeship trade' (*Industrial Training Act 1975*).

' "Adult trainee" means any person of 21 or more years of age other than an apprentice who by agreement registered under this Act undertakes to pursue a course of training in any trade.' (*Industrial Training Act 1975*).

' "Pre-apprenticeship trainee" means a person who undertakes a pre-apprenticeship course' (*Industrial Training Act 1975*).

(c) The Industrial Training Act 1975 has been amended to include reference to traineeships, viz 'The Commission may, subject to and in accordance with any directions of the Minister, approve programs for training of persons (other than apprentices).'

Queensland

(a) *Industry and Commerce Training Act 1979-1987* and Regulations.

(b) '… a person registered as an apprentice pursuant to Section 62 of the Act.'

(c) The Industry and Commerce Training Act 1979-1983 establishes the Industry and Commerce Training Commission as the controlling body for the Australian Traineeship System in Qld.

Western Australia

(a) *Industrial and Commercial Training Act 1975-1980* and Industrial Training (General Apprenticeships) and Industrial Training (Apprenticeship Training) Regulations.

(b) '… any person pursuant to this Act bound to an employer or an Industrial Training Advisory Board in an apprenticeship trade by an agreement or by assignment of an agreement'. (*Industrial and Commercial Training Act 1975-1980*).

(c) The Industrial and Commercial Training Act was amended to include reference to traineeships.

South Australia

(a) *Industrial and Commercial Training Act, 1981* (as amended 1987) and Regulations.

(b) '… a person whom another has agreed to train in a trade under a contract of training.'

(c) The Industrial and Commercial Training Act 1981 was amended in 1987 to establish the role of the Industrial and Commercial Training Commission in approving training arrangements under the Australian Traineeship System in SA.

Tasmania

(a) *Industrial and Commercial Training Act 1985* and Regulations.

(b) '... a person whom another person has agreed to train in a trade in pursuance of a contract of training'.

(c) The Industrial and Commercial Training Act 1985 establishes the powers of Training Authority of Tasmania to approve training arrangements under the Australian Traineeship System in that State. A trainee is defined as 'a person who has agreed to train in a declared vocation, other than a trade, in pursuance of a contract of training.'

Australian Capital Territory

(a) *Apprenticeship Ordinance 1936* and Regulations.

(b) '... any person employed within the Territory who is in pursuance of this (Apprenticeship) Ordinance bound apprentice by indentures or by assignment of indentures to an employer in an apprenticeship trade.'

Northern Territory

(a) *The Northern Territory Industry and Employment Training Act 1986 and Apprenticeship* Regulations and Determinations.

(b) '... a person employed within the Territory who is bound by Indentures of Apprenticeship, whether or not those indentures have been assigned.'

(c) The Northern Territory Industry and Employment Training Act 1986 refers to trainees.

Federal Awards

(a) *Conciliation and Arbitration Act 1904-1974.*

(b) The Act does not contain a definition of apprentice, however, one example of a definition of 'apprentice' in a Federal award is as follows:

' "apprentice" means any person under the age of twenty-one years who is bound by an indenture of apprenticeship in the form prescribed by any State apprenticeship authority for any term of not less than three years or more than four years.'

Commonwealth Government Departments and Instrumentalities

(a) Public Service Acts and Regulations, awards, agreements and determinations made under the *Conciliation and Arbitration Act 1904-1974.*

(b) The Public Service Acts and Regulations do not define an apprentice or a trainee.

3.2 AUTHORITIES RESPONSIBLE FOR TRAINING MATTERS, THEIR MEMBERSHIP AND ADVISORY BODIES

The authorities responsible for both apprenticeship and traineeships, and their membership are as follows. Their detailed functions are listed in Appendix 8.

New South Wales

1) Apprenticeship

The Apprenticeship Directorate is responsible for administering the Apprenticeship Act and Regulations and assisting in respect of certain industrial functions relating to the employment and training of apprentices which are covered by the Industrial Arbitration Act and apprenticeship awards e.g. wages and conditions of employment. Apprenticeship supervisors from the Directorate provide services relating to the Apprenticeship Act and the general training and welfare of apprentices. On the authority of the Minister these officers may prosecute for breaches of the awards as well as the Apprenticeship Act and Regulations. The Apprenticeship Directorate is a division of the Department of Industrial Relations and Employment.

The Apprenticeship Council is the peak tripartite body responsible for keeping the apprenticeship system under review and making recommendations to the Minister, the Industrial Commission, and the various apprenticeship training committees. It consists of a Chairman (the Director of Apprenticeship), the Director General of the Technical and Further Education or his nominee, the Conciliation Commissioner for Apprenticeships, four members appointed as representatives of employers and four members appointed as representatives of employees. The employer and employee representatives may nominate deputies in their absence.

Apprenticeship Training Committees are chaired by the Director of Apprenticeship or his nominee; they sit as a monitoring or administrative committee for each trade or group of trades. They consist of a Chairman (the Director of Apprenticeship or nominee), the Director General of Technical and Further Education or nominee and an equal number of representatives of employers and employees. The Director General of Technical and Further Education does not have a vote. The Chairman has a casting vote only.

Apprenticeship Conciliation Committees make the general conditions of employment which are prescribed in State apprenticeship awards, each having coverage over a particular employer, group of employers or employers of the remainder of apprentices in a particular trade or trades. These committees exist as a result of the establishment of apprenticeship training committees by the Industrial Commission. They consist of a Chairman (the Conciliation Commissioner for Apprenticeships or another Conciliation Commissioner), the Director-General of Technical and Further Education or nominee and an equal number of representatives of employers and employees. The Director General of Technical and Further Education does not have a vote. The Chairman has a casting vote only. A right of appeal exists from the Apprenticeship Conciliation Committees and the Conciliation Commissioner for Apprenticeships to the Industrial Commission of N.S.W.

2) Traineeships

The administration of the Australian Traineeship System (ATS) in New South Wales is being undertaken by the Commerce and Industry Training Council (CITC).

The CITC is a statutory body established by the New South Wales Government to provide advice on a wide range of matters relating to non-trades training in commerce and industry.

The Council consists of 14 members, representing employers, unions and Government. It is chaired by the Secretary of the Department of Industrial Relations and Employment and the Human Resources Division of the Department of Industrial Relations and Employment acts as its secretariat.

As well as administering the ATS, the objects of the CITC include the provision of advice to the Minister of Industrial Relations and Employment on:—

- the need for human resources planning and innovative training methods using new technology;
- the promotion of improved training in and for commerce and industry;
- the accreditation and certification of training;
- consultation in respect of training at places of work;
- training opportunities for school leavers, retrenched workers, women returning to the workforce, disabled people, Aborigines, migrants and other disadvantaged persons.

In administering the ATS, the CITC will be the authority responsible for:—

- the establishment of traineeships;
- the approval of training agreements;
- monitoring training;
- promoting traineeships;
- approving off and on-the-job training providers for traineeships;
- assessing and certifying training undertaken.

To assist in administering the ATS, the CITC has established a Traineeship Committee and a number of industry working groups which will have the main responsibility for the development of traineeships in New South Wales. The Traineeship Committee and the industry working groups are each tripartite bodies but frequently include members wth special expertise in training in commerce and industry.

Employers engaging trainees under a traineeship established by the CITC will be required to provide on-the-job training and to release trainees to attend off-the-job training in a manner specified in the traineeship training plan. The traineeship training plan is designed to ensure that trainees are equipped with skills and knowledge which are closely relevant to the needs of commerce and industry. These skills are both job-specific and broad-vocational in their nature. The training plan, however, provides ample flexibility allowing for different workplace characteristics and in special circumstances, employers and trainees may apply to the CITC for a variation in the training plan.

The CITC through its secretariat will provide a range of support services to employers of trainees including advice on the provision of training and counselling of trainees where required.

The Department of Technical and Further Education administers technical education.

Victoria

The State Training Board (STB), which was established in November 1987 will assume the responsibilities of the TAFE Board for vocational education and training, the training responsibilities of the Industrial Training Commission of Victoria and specific training responsibilities held by the Department of Labour.

The STB administers three Acts, these being the Post-Secondary Education Act 1978, the Industrial Training Act 1975 and the Employment and Training Act 1981 and as one of its functions has responsibility for the administration of the apprenticeship and traineeship systems.

The Board consists of twelve part-time members: Three employer representatives of which one is the Chairperson, three ministerial appointments, a representative of rural interests, a representative of the Technical Teachers Union of Victoria, a representative of further education and three representatives from the Victorian Trades Hall Council.

The Board's general objectives include promoting training as an investment to employers, contributing to a state-wide training and advice structure which will encompass peak industry organisations; and increasing the participation of persons disadvantaged in the labour market.

Queensland

In December, 1987 a new Department of Employment, Vocational Education and Training was established. This Department incorporated the activities of the Division of TAFE and the Industry and Commerce Training Commission as well as activities related to employment initiatives and other aspects of the vocational education and training system.

This restructuring has necessitated the establishment of interim arrangements to advise the Minister and to oversee the apprenticeship and traineeship systems. These arrangements will operate in 1988 until new legislation for employment, vocational education and training is introduced.

The Industry and Commerce Training Commission has been disbanded. An interim Queensland Employment, Vocational Education and Training

Board has been established to advise the Minister on policy matters in these areas. The interim Board consists of a Chairman nominated by the Minister, representatives of employers and employees nominated by the Minister, the Chief Executive of the Department of Employment, Vocational Education and Training, a nominee of the Minister for Education, a nominee of the Minister for Industry, Small Business, Communications and Technology and a nominee of the Commonwealth Minister for Employment, Education and Training.

An interim Training Executive has been established to make determinations on and provide advice on apprenticeship and traineeship matters. The interim Training Executive consists of an officer of the Department of Employment, Vocational Education and Training appointed as Commissioner for Training as Chairman, the General Manager (Vocational Education and Training), four employer and four employee representatives, a representative of private training providers and a Principal of a College of TAFE, all nominated by the Minister, and a nominee of the Commonweatlh Minister for Employment, Education and Training.

Action is also well advanced regarding the rationalisation of State level industry advisory arrangements. This rationalisation process involves, where the industry concerned is agreeable, the disbanding of the Industry and Commerce Advisory Committee for that industry. Existing Industry Training Committees will be reformed as Industry Training Councils and recognised by both the relevant State and Federal Ministers as the principle advisor on training for that industry.

Western Australia

1) Apprenticeship

The Industrial Training Advisory Council is constituted under the *Industrial and Commercial Training Act* 1975-1980. It is the principal advisory body to the Minister for Employment and Training on all matters pertaining to industrial and trade training. The Council reviews and determines trade training policies. It consists of a Chairman (officer of the Department of Employment and Training), two employer representatives (selected from nominees by the Confederation of Western Australian Industry, Incorporated), two employee representatives (selected from nominees by the Trades and Labor Council of Western Australia), one representative of the Technical Education Division and one person who holds managerial responsibility in a State instrumentality. Members are appointed by the Governor on the nomination of the Minister for Employment and Training.

While the Industrial Training Advisory Council determines and recommends the structure and mode of technical training for each trade to be proclaimed by regulation, curriculum development for technical and further education is the responsiblity of the Technical Education Division of the Education Department or the various autonomous colleges.

Industrial Training Advisory Boards are appointed by the Council to advise it on apprenticeship conditions associated with the trade or group of trades they are appointed to review. The various apprenticeship trades are proclaimed under the Regulations. The Boards are constituted along similar lines to the Council with employer, employee and Government representatives.

The Division of Industrial Training of the Department of Employment and Training administers the Industrial and Commercial Training Act along with the Industrial Training (General Apprenticeship) and the Industrial Training (Apprenticeship Training) Regulations of 1981. The Division is headed by the Director of Industrial Training who exercises powers relating to the registration, cancellation, suspension, transfer and certification of apprentices and industrial trainees. The Director is also responsible for approving employers as suitable trainers of apprentices and for approving, in relation to a particular place of employment, extra apprentices than would otherwise be permitted in respect of apprentice/tradesperson ratios.

The Western Australian Industrial Relations Commission determines apprentice wage rates and general employment conditions by way of various industrial awards and agreements.

2) Traineeships

The Minister for Employment and Training is responsible for the approval of all traineeship proposals.

The Minister receives advice as to the nature and funding arrangments of each proposal from the State Management Committee operated under the auspices of the Eastern Australian Industrial Training Advisory Council which is the primary advisory body to the Minister on Industrial Training within the State, and is constituted under the Industrial and Commercial Training Act 1975-1980.

The State Management Committee is a tripartite committee comprising representatives of the Confederation of WA Industry, the Trades and Labour Council and the State and Commonwealth Governments.

The functions of the State Management Committee are to:

1. recommend the establishment of traineeships for approval by the relevant State Minister
2. approve administration guidelines for the operation of various aspects of the traineeships
3. approve traineeship models and the on and off-the-job curricula for all traineeships
4. approve traineeship contracts and ensure compliance with such contracts
5. accreditation of traineeships

6. make other recommendations to the relevant State Minister or his delegate and the Commonwealth Minister (or delegate) on administration and management of traineeships as it considers necessary.

The creation of a TAFE traineeship unit has been necessitated by TAFE's continued involvement in traineeship curriculum development and course delivery. The unit has been developed to facilitate the management of changing needs within the TAFE system.

South Australia

Industrial conditions relating to both apprenticeship and traineeships, including wages, are prescribed in awards of the Industrial Commission or Conciliation Committees, or in registered agreements.

All aspects of apprenticeship training at the State level are prescribed in the *Industrial and Commercial Training Act* 1981, and Regulations. This legislation is administered by the Industrial and Commercial Training Commission, which is subject to the control and direction of the Minister of Employment and Further Education. The Industrial and Commercial Training Commission, in consultation with employers and employee organisations and with the Department of Technical and Further Education, determines the content and structure of trade training programs and traineeships.

The members of the Industrial and Commercial Training Commission are appointed by the Governor. The Commission consists of a full-time Chairman together with eight part-time members, three representing the interests of employers (persons nominated by the Minister after consultation with employer associations), three representing the interest of employees (persons nominated by the Minister after consultation with the United Trades and Labour Council of South Australia), a nominee of the Director of the Office of Employment and Training and a nominee of the Director-General of Technical and Further Education. A full-time Deputy Chairman is also appointed who, in the absence of the Chairman, acts in his stead with all the powers and authorities of the Chairman.

A Disputes and Disciplinary Committee is established under the Act and is comprised of members of the Commission. It has responsibility for determining matters where a dispute arises between the parties to an indenture or there is a breach of provisions of an indenture or of the Act. The Committee is not subject to the control or direction of the Commission.

The Commission is supported in its work by three branches of the Office of Employment and Training. Staff of the Industrial and Commercial Training Branch carry out senior supervisory functions and clerical and statistical services, centrally, in respect of apprenticeships and traineeships. Also included in this Branch are Training Supervisors based in Regional offices of the Office of Employment and Training, who liaise directly with employers, apprentices and trainees to approve employers, indentured apprentices, register trainees, promote the apprenticeship and traineeship systems and as necessary report to the Commission or to the Disputes and Disciplinary Committee. The Commission is also assisted by the Training Development Branch and the Research and Evaluation Branch which provide support in developmental training programs (e.g. Group Schemes) and labour market research and analysis respectively.

Training Advisory Committees are provided for in the Act and are being established to cover the various sectors of industry and commerce. Training Advisory Committees when formed, may establish sub-committees to assist them in any aspect of their functions, and in particular to advise on training requirements for a trade or group of trades. A sub-committee so established shall be referred to as a Trade Advisory sub-committee. Training Advisory Committees comprise, at a minimum, seven members of whom: one is the Chairman of the Commission or his nominee who acts as Chairman of the Committee; one is the Director-General of Further Education or his nominee; one is appointed to represent the Commonwealth Government Minister with responsibility for matters related to industrial and commercial training; and an equal number of employer and employee representatives, engaged in that part of industry and commerce for which the Committee is being or has been established.

The Department of Technical and Further Education is also a responsibility of the Minister for Employment and Further Education. This Department provides technical training for apprentices and trainees and provides subsidies towards certain travel and accommodation costs for country apprentices and trainees attending technical college. However, the Industrial and Commercial Training Commission has the authority to determine the objectives, nature, syllabus content and duration of courses of training and instruction for apprentices and trainees.

Tasmania

The Training Authority of Tasmania, created by the Industrial and Commercial Training Act 107 of 1985, assumed the responsibilities of the Apprenticeship Commission from 1st January 1986.

The Authority is an independent State Service Agency responsible directly to the Minister for Industrial Relations.

The Training Authority consists of a Chairman, six employer and six employee representatives, and a representative of the Minister for Education.

The general conditions of employment for apprentices and trainees are regulated by Industrial Awards.

Supervisors from the Authority supervise the practical training of apprentices and trainees. They also extend the links between training officers in industry and teachers in technical colleges to bring about closer integration of industrial training and related technical education. Training Advisory Committees, appointed by the Minister on the recommendation of the Authority, assist in the review of existing courses and the development of new courses as required by the Authority.

Membership of Training Advisory Committees is not less than six, namely, a chairman nominated by the Chairman of the Authority, a representative of TAFE and at least two representatives from employer and employee groups in the relevant trade/industry area.

The Division of Technical and Further Education in the Education Department provides technical training for apprentices.

Australian Capital Territory

1) Apprenticeship

General conditions of employment of apprentices are prescribed by ACT awards of the Australian Conciliation and Arbitration Commission.

The Apprenticeship Board, which is responsible to the Minister for Arts and Territories administers the Apprenticeship Ordinance and Regulations. The Apprenticeship Board consists of a Chairman and one representative of the Commonwealth, one representative of private employers and two representatives of employees in apprenticeship trades, who are appointed by the Minister for Arts and Territories after being nominated in such manner as is determined by the Minister. The Chairman and the representative of the Commonwealth hold office at the Minister's pleasure and the remaining members of the Board hold office for a period of three years.

Apprenticeship Supervisors from the Board police the Ordinance and Regulations and supervise the practical training of apprentices. Apprenticeship Supervisors implement a program of routine visits to all employers training apprentices and assist employers in the production of detailed training programs within their organisation.

The Office of ACT Institute of TAFE and the Department of Employment, Education and Training administers technical training.

2) Traineeships

The ACT Task Force on Traineeships is a tripartite body responsible for the Australian Traineeship System in the ACT. All traineeships are approved by the ACT Task Force, as are off- the-job training providers.

The Department of Employment, Education and Training services the ACT Task Force and provides field staff to promote traineeships, liaise with employers involved in the system and provide follow-up support to both employers and trainees.

Northern Territory

General conditions of employment for apprentices and trainees are prescribed by N.T. Awards of the Australian Conciliation and Arbitration Commission and the N.T. Industry and Employment Training Act and Regulations, which cover apprentices and trainees in non-award trades.

The Division of Employment and Training of the Department of Labour and Administrative Services administers the Apprenticeship System, whereas the Australian Traineeship system is administered by a joint Commonwealth/Northern Territory Government Secretariat.

Authorised officers have power of entry under the Act. A representative of the Division is located in major centres. Other centres receive regular visits from Apprenticeship/Traineeship Advisors.

The Darwin Institute of Technology and the Alice Springs College of TAFE provide technical training for most of the trades as well as most traineeships. Where technical training is not viable in the Territory, apprentices attend interstate colleges.

Federal Awards

General conditions of employment of apprentices and trainees are usually specified in those awards containing apprenticeship and traineeship provisions. There are also a number of registered Industrial Agreements which provides conditions of employment for trainees (ATS). The *Conciliation and Arbitration Act* 1904 requires the Australian Conciliation and Arbitration Commission, in determining industrial disputes in which the rates of pay or conditions of employment applying to apprentices are concerned, to take into consideration any scheme of apprenticeship provided by or under the law of any State or Territory.

Federal awards are far from uniform in their prescription but often provide that State laws shall operate provided they are not inconsistent with any Federal award provisions; some even make specific provision for State laws to prevail in respect of disciplinary powers of State authorities.

Federal awards define 'apprenticeship authority' as the appropriate specified State authorities or as 'any authority or person appointed by the Australian Conciliation and Arbitration Commission for the purpose …' Further, a Federal award may provide for a Board of Reference to deal with apprenticeship matters specifically referred to it under the terms of the award.

Officers of the Arbitration Inspectorate enforce Federal awards in circumstances where State laws do not prevail.

There is no separate Commonwealth technical education system for apprentices or trainees covered by Federal awards and they are generally absorbed into the technical education system of the State/Territory in which they are employed.

Commonwealth Government Departments and Instrumentalities

Commonwealth Government departments and instrumentalities employing apprentices are responsible for the oversighting of the employment and training of those apprentices. There is however, generally close co-operation between the employers and the appropriate State/Territory training and technical education authorities.

3.3 DISCIPLINARY POWERS

Under their respective legislation the duly constituted authorities exercise the following disciplinary functions in their apprenticeship systems. It should be noted that except where stated in the awards, the States and Territories do not exercise any powers or functions in respect of employers and apprentices respondent to Federal awards and the functions are exercised by the Commonwealth authorities.

New South Wales

1) Apprenticeship

Apprenticeship Training Committees may refuse applications to establish apprenticeships and recommend to the Conciliation Commissioner for Apprenticeships that an employer be required to make redress. An employer may be required to afford the apprentice further or better facilities for training, an apprentice may be suspended without pay or an indenture of apprenticeship may be cancelled.

The Conciliation Commissioner for Apprenticeships may, sitting alone, determine any difference or dispute by directing either party to make redress and authorise an employer to suspend an apprentice.

In addition to the powers of the Commissioner, Apprenticeship Conciliation Committees may refuse applications to establish apprenticeships, extend apprenticeship terms, cancel an indentured apprenticeship, terminate a trainee apprenticeship and incorporate a disciplinary code in an apprenticeship award.

2) Traineeship

Under the Training Agreement which is signed by both parties, it is agreed that the contract will not be 'extended, cancelled, suspended or assigned without the approval of the Commerce and Industry Training Council of NSW'.

This requirement governs the dismissal process.

Where there has been a mutual decision to cancel the traineeship, the parties should forward a co-signed letter of advice to the Traineeship Registry. The cancellation is noted and the parties advised. Approval is automatic for mutual cancellations as the parties are free to come to a mutual agreement not to proceed with their Training Agreement.

Both parties are free to enter into other Agreements. The trainee may seek to start again in the same traineeship or may seek placement in a different traineeship. If she/he wishes to restart in a traineeship of the same classification she/he may be credited with the time spent in the original traineeship if circumstances deem that to be appropriate. If, however, she/he has a poor training record or did not attend sufficient off-the- job training she/he may be required to start again or be credited with only a portion of the time spent with the previous employer.

In a case of unilateral termination of the Agreement, the only course open is to inform the trainee/employer that she/he has broken the Agreement and try to get the party to resile. The CITC may decide not to approve the offending party for any further Training Agreements.

The Department of Employment, Education and Training is to be advised of all dismissals, whether proposed or actual. Further instalments of training fees should be withheld until the case has been investigated and the outcome confirmed.

The Department of Industrial Relations and Employment (DIRE) will notify the Commonwealth Department of Employment, Education and Training of all dismissals and, where it comes to the attention of the CES that a dismissal has, or may occur, the CES will notify DIRE.

Victoria

1) Apprenticeship

The Industrial Training Commission may suspend, assign or cancel indentures. It may fine apprentices who fail to comply with the regulations relating to technical training or who breach a covenant of their indentures. Following the holding of an inquiry, it may make an order refusing to permit an employer who has broken any of the terms, covenants or conditions of an indenture of apprenticeship to take a new apprentice for such period as it determines. In similar circumstances it can order that an apprentice perform his duties under the indenture with or without forfeiture of so much of his/her wages as it determines.

2) Traineeships

The Training Agreement entered into by the parties provides that conditions of employment are as prescribed by appropriate awards, orders or Industrial Agreements. Training Advisers monitor conditions of the agreement.

Queensland

The Department of Employment, Vocational Education and Training may cancel indentures under special circumstances. An Industry and Commerce Advisory Committee, Regional Advisory Committee or, where there is no such Committee, the Commissioner for Training may transfer indentures under special circumstances.

Employers may suspend apprentices for reasons prescribed in the Act. The Commissioner for Training or in some cases the Chairman of a Regional Advisory Committee, may uphold or refuse to uphold the suspension and, when it is upheld, determine the period of the suspension.

For technical training defaults and breaches:

(a) the Deputy Director of Employment and Skills Development or in some cases the Chairman of a Regional Advisory Committee, may impose fines; and

(b) an Industry and Commerce Advisory Committee, Regional Advisory Committee or, if there is no such Committee the Commissioner for Training may extend the periods of indentures or cancel indentures.

Court action may be taken for breaches of the Act and Regulations.

Western Australia

1) Apprenticeship

As a form of disciplinary or remedial action, the Director of Industrial Training may cancel, suspend or extend an apprenticeship agreement or direct that an apprentice undertake additional training or studies.

Apprentices who commit technical training defaults may have a financial penalty imposed in respect of each breach or default.

There is also provision for penalties to be applied in respect of a contravention of the Act or Regulations.

2) Traineeships

Trainees requesting termination of the traineeship must give two weeks notice (this requirement may be waived if agreed to by their employer) in writing, signed by trainee and parent/guardian, to the employer and co-ordinator, specifying the reason for their withdrawal.

Employers may cancel a trainee by giving two weeks notice or by paying two weeks wages to the trainee. The only exception is dismissal for misconduct which may be effected immediately. A letter specifying the reason for dismissal and the date of termination is required by the co-ordinator to cancel the training agreement.

South Australia

1) Apprenticeship

Where a dispute arises between the parties to an indenture, the other party or parties may refer the matter to the Disputes and Disciplinary Committee of the Industrial and Commercial Training Commission. Alternatively, when the Commission suspects on reasonable grounds that a party to an indenture has contravened or failed to comply with any provision of the indenture or of the Act, it may refer to the Disputes and Disciplinary Committee. The Committee may reprimand a party, suspend an indenture for a period up to four weeks, extend its term, cancel it or make any consequential orders as the Committee thinks necessary or expedient.

If an employer considers an apprentice is guilty of wilful and serious misconduct, the employer may suspend the apprentice from employment under the indenture. In this event, the employer must refer the matter forthwith to the Disputes and Disciplinary Committee and confirm the reference in writing within three days of the suspension. Until dealt with by the Committee such suspension can be for no more than seven working days. If the Committee revokes the suspension imposed by the employer it may order the employer to pay any wages that would, but for the suspension, have been payable under the contract.

2) Traineeships

The traineeship system presently has no statutory provisions for disciplinary action to be taken against any party to a training agreement.

Tasmania

The Training Authority may suspend, assign or cancel indentures or direct forfeiture of wages; impose fines for non-attendance at compulsory classes or take action in a court of summary jurisdiction. Similar provisions exist under the Act in respect of trainees.

Australian Capital Territory

The Apprenticeship Board may suspend, assign or cancel indentures or direct forfeiture of wages.

The ACT Task Force on Traineeships approves all participating employers and trainees and reserves the right to terminate Traineeship Agreements for non-compliance by either the employer or the trainee.

Northern Territory

Under the Industry and Employment Training Act, indentures may be extended, suspended or cancelled. Provision also exists to impose fines for non-compliance with the Act.

For trainees, Training Agreements may be cancelled under the Act where breaches occur.

Federal Awards

The Australian Conciliation and Arbitration Commission has provided in certain awards for the suspension and cancellation of indentures with the approval of an appropriate Board of Reference.

In other awards the Commission has provided for the operation of State laws and/or has provided that awards or regulations relating to the attendance of apprentices at technical schools during ordinary working hours and the disciplinary powers of training authorities over apprentices and employers shall be deemed not to be inconsistent with the Federal award.

Commonwealth Government Departments and Instrumentalities

Each Department and Instrumentality is responsible for the discipline of its own apprentices. By agreement, State training authorities may exercise supervisory and disciplinary functions in respect of these apprentices so long as these do not conflict with the responsibilities of the employers under Federal legislation.

SECTION FOUR

Initial Employment Procedures of Apprenticeship

The following employment procedures for apprentices are in force in each State and Territory.

New South Wales

All inquiries and applications regarding apprenticeship should be addressed to:

The Director of Apprenticeship
PO Box 848
Darlinghurst NSW 2010

The Apprenticeship Act, 1981 governs the system of apprenticeship in New South Wales and the Director is responsible for the administration of the Act.

The Act prescribes that no employer shall employ a person under the age of 21 years in a trade prescribed by a regulated provision, unless that person is a probationer or an apprentice, or has completed a term of apprenticeship, or application has been made for the establishment of an apprenticeship.

It is a further requirement of the Apprenticeship Act that within fourteen days of the employment of a probationer or a trainee apprentice, the employer shall notify the Director and apply to him on the form prescribed for approval to establish an apprenticeship.

Provision is made for two types of apprenticeship, indentured and trainee.

Trainee apprenticeships are only available in certain industries, particularly the building and electrical industries. A trainee apprentice signs no contract with the employer; the apprenticeship may be terminated by either the apprentice or the employer by giving notice of termination of employment in accordance with the terms of the relevant award. Because there is no binding contract trainee apprentices are not required to serve as probationers.

An indentured apprentice is bound by a contract, called an indenture, to a particular employer who undertakes to teach him the craft for a prescribed period. Prior to the signing of an indenture, a person desirous of becoming an indentured apprentice must be first employed as a probationer for a period of three months, or for such longer period not exceeding six months as the Director may approve on application by the employer. Where a probationer becomes an indentured apprentice, such probationary period shall be counted as part of the term of apprenticeship.

At the completion of the probationary period an indenture is prepared in quadruplicate. The original and two copies are forwarded to the employer and one copy is retained on the apprentice's file.

The original copy must be signed by all parties, witnessed and returned by the employer to the Director of Apprenticeship within 28 days. This document is then filed until the apprenticeship is completed. The other copies are held by the employer and the apprentice.

Victoria

All inquiries and applications regarding apprenticeship should be addressed to:

Director Program Management
State Training Board
GPO Box 69
Melbourne VIC 3001

Persons seeking an apprenticeship must obtain suitable employment prior to registering with the Industrial Training Commission. Assistance in obtaining such employment is provided by the Commonwealth Employment Service.

Before an apprentice may be employed, an employer must satisfy the Commission that the proper facilities are provided for training. For this purpose a Training Advisor visits the employer and checks the plant and equipment, number and experience of tradespersons and class of work performed.

The probationary period is three months unless the Commission, for cause shown, extends this period up to a maximum of three additional months. Within fourteen days of employing a probationer, the employer must notify the Commission on the prescribed form (Form 4) of the employment.

As soon as possible after receipt of the Form 4, the Commission will advise both parties of the technical school to be attended and the date and time of enrolment.

The 'Indenture of Apprenticeship' form, which is prepared and sent by the Commission to the employer towards the end of the normal three months probationary period, must be signed by the parties and lodged with the Commission by the apprentice's employer within 30 days of the completion of the probationary period. The original is retained by the Commission which will forward a copy (unsigned) to both employer and the apprentice.

The probationer must be paid at least the prescribed apprenticeship wage. Probationary employment may be terminated by either the employer or probationer giving due notice.

Queensland

All inquiries and applications regarding apprenticeship should be addressed to:

Executive Director
Division of Employment and Skills Development
Department of Employment, Vocational Education and Training
PMB 3
SOUTH BRISBANE QLD 4101

Persons wishing to be apprentices and employers wishing to employ apprentices must make application on the prescribed form 'Application to Register for Apprenticeship Entry' and the form should be forwarded to the Executive Director of Employment Skills Development (who is also the Commissioner for Training) prior to the commencement of employment in any apprenticeship calling prescribed by the *Industry and Commerce Training Act* 1979-1987.

Notifications are forwarded to the employer and the apprentice advising of the allotment of the apprentice.

Apprentices and employers are advised in the Certificate of Allotment, that details of work performed are to be recorded in a Training Record Book (previously forwarded to the apprentice) by the apprentice concerned at least weekly and the employer is required to inspect the Book each week and indicate the correctness or otherwise of the entries.

Advice concerning the apprentice's attendance at block release training is forwarded to the parties to the indenture at least 42 days prior to the commencement of training.

The Department of Employment, Vocational Education and Training arranges the program for block release training and is responsible for the allocation of an apprentice to the relevant class and the notification to the parties concerning the apprentice's attendance.

Apprentices in the Hairdressing trades are directed to enrol at a suitable technical college. Where an apprentice in a Hairdressing trade is in a district remote from a technical college, the apprentice is enrolled with the Technical Correspondence School.

The period of probation is three months, but this can be extended to six months if the relevant Industry and Commerce Advisory Committee, Regional Advisory Committee or where there is neither such Committee, the Commissioner for Training feels there is sufficient reason. The period of probation is included in the apprenticeship period if indentures are executed.

After the expiration of the probationary period three copies of the indenture are produced by the Department of Employment, Vocational Education and Training and are forwarded to the employer to be signed by all parties. All copies of the indenture are then returned to the Department of Employment, Vocational Education and Training and are signed by the Commisioner for Training. The original is retained by the Department and the second and third copies are forwarded to the employer and the apprentices or his guardian, if any. The parties are advised that their copies of the indenture should be retained in a safe place in the event they are required to be returned to the Department.

If the indenture has not been signed within a period of two months after the expiry of the probationary period (or extended probationary period) the apprentice shall be deemed to be and to have been an apprentice under indenture to that employer in the apprenticeship calling in question on and from the date of commencement of his employment on probation with that employer.

Parties to an indenture who reside in a Regional Advisory Committee area may correspond with the Department via the Regional Advisory Committee for their area.

Western Australia

All inquiries regarding apprenticeships should be addressed to:

The Director
Division of Industrial Training
4th Floor Willmar House
600 Murray Street
(PO Box 294)
West Perth WA 6005

Intending apprentices are responsible for obtaining their own apprenticeship positions in their chosen trade, although assistance can be obtained from the Apprenticeship Recruitment Unit, a branch of the Commonwealth Employment Service created to specifically deal with persons seeking apprenticeship positions.

Advice concerning trade choice and alternatives can be obtained from the various counselling and career reference offices or from offices of the Division of Industrial Training.

Once apprenticeship employment has been obtained, the Division must be notified by the employer within 14 days by way of an application to establish the apprenticeship.

The Director must approve for training those employers seeking to employ apprentices and ensure, by investigation, that they have the capacity and facilities to train an apprentice.

Union and employer organisations may object to the registration of an apprentice as they, and other interested bodies, are notified of the commencement of each apprentice.

The education authority is also advised whereupon the apprentice is enrolled in the appropriate trade course and the parties notified.

After the completion of the probationary period of 3 months, which is counted as part of the term of apprenticeship, the Division forwards an agreement of apprenticeship to the employer for the signature of the parties.

This original agreement is returned for registration to the Division where it is retained by the Registrar and information copies are forwarded to the parties together with advice that the agreement has been registered.

South Australia

Inquiries regarding apprenticeship should be directed to a Training Supervisor at the nearest Regional Office of Employment and Training. The addresses and telephone numbers of these offices are listed in the Adelaide Telephone Directory, South Australian Government section. Inquiries can also be addressed to:

The Chairman
Industrial and Commercial Training Commission
7th Floor
63 Pirie Street
Adelaide SA 5000

A person who wishes to become an apprentice can do so with any approved employer willing to enter into an indenture. The prospective apprentice does not have to obtain approval of the Industrial and Commercial Training Commission, nor advise the Commission. However, the Commission does have power to determine that in particular trades a person must have reached certain minimum educational standards before becoming an apprentice. Currently standards are prescribed only for Dental Prosthetics.

An employer cannot employ an apprentice unless first approved by the Commission. Before approving an employer, the Commission must be satisfied about the place in which the apprentice is to be employed, the equipment and methods to be used in training and the person or persons who are to supervise the training. Obtaining approval is the initial step for an employer intending to engage a person as an apprentice for the first time. Application forms for approval can be obtained from a Training Supervisor at the Regional Offices of the Office of Employment and Training.

Each prospective apprentice, generally their parent or guardian if the apprentice is under 18 years of age, and the employer, are required to sign an indenture in triplicate before the day on which the apprenticeship commences. The indenture must be made out on the prescribed form, copies of which may be obtained from all leading stationers. The employer must within fourteen days after the commencement of the apprenticeship furnish one copy of the completed indenture to the Commission, another to the apprentice, and one copy is to be retained by the employer.

In certain circumstances the Commission may approve of an apprentice who is under 18 years of age and an employer entering into an indenture without the parent or guardian of the apprentice being a party thereto.

Any party to an indenture may, within the first three months of the indenture term, terminate the indenture by giving notice in writing to the other party or parties. Where there is such a termination the employer is required to notify the Commission in writing within seven days.

The Industrial and Commercial Training Commission advises the Department of Technical and Further Education of each apprenticeship commenced. The Director-General of Technical and Further Education gives notice in writing to each apprentice and employer, of the technical college at which the apprentice is required to attend for instruction and of the occasions and hours of such attendance.

Tasmania

Inquiries concerning and application for apprenticeship should be addressed to:

The Chairman
Training Authority of Tasmania
GPO Box 301C
Hobart TAS 7001

An apprenticeship may not be commenced without the prior consent of the Training Authority. Persons wishing to be apprenticed must apply to the Authority for an Approval to enter a specified trade. No person under the age of 15 years may be apprenticed. Persons between the ages of 15 and 16 years must first secure exemption from further school attendance before applying for an Approval. To discourage premature school leaving and assure apprenticeship opportunities for persons who remain at school to obtain the required educational qualifications, Approvals are only granted to applicants under the age of 16 years where:

(a) schooling is completed;

(b) extreme compassion is established; or

(c) other special circumstances so warrant.

When approved, an applicant receives an Approval and is required to notify the Authority as to the name and address of the employer. The employer is required to complete and return to the Authority Form 4, 'Notification of Employment of Probationer', which amongst other things enables the Authority to determine whether or not the proposed contract of apprenticeship should be permitted, or whether the prospective apprentice should seek a different employer.

All apprenticeships commence with a probationary period of service, usually of three months' duration but it may be extended by order of the Authority. During the probationary period, the employment may be terminated by either party by giving notice of termination pursuant to the provisions of the relevant award applicable to unindentured employees.

Where technical training facilities are available, probationary apprentices are directed to enrol for class attendance. Employers are notified accordingly and are required to release apprentices for day time attendance, not exceeding an aggregate eight hours per week, without deduction of wages therefor.

Where technical college attendance is not practicable, apprentices maybe required to undertake correspondence courses of instruction. The Technical Education Department endeavours to ensure that persons enrolling for trade courses are in fact probationary apprentices by checking details with enrolment notices forwarded by the Authority.

Following completion of the probationary period and after other (if any) conditions of the Approval are satisfied, indentures of apprenticeship (Form 7) are prepared for signature by the contracting parties within thirty days. Indentures are prepared in triplicate. When signed, the indentures are registered; one copy is issued to the apprentice's parent or guardian who is a signatory party thereto and one copy is filed in the office of the Authority. The original indenture is returned to the employer for retention until the completion of the apprenticeship term when the employer shall endorse the document and forward it to the Authority for certification prior to its being handed over to the newly qualified tradesman.

Australian Capital Territory

All inquiries or applications concerning apprenticeship should be addressed to:

The Chairman
A.C.T. Apprenticeship Board
PO Box 1982
Canberra ACT 2601

A person wishing to become an apprentice should complete an application form and send it to the Board's office. Forms are obtainable from the Board's office or at the applicant's school; the Board will then consider whether the proposed apprentice has the preparatory educational qualifications for the desired trade, and notify of its decision. If approved, a letter is sent indicating acceptance for a particular trade, and directing enrolment at the ACT Institute of TAFE.

Before engaging a probationer, an employer must complete an 'Application to Train' form, and the Board will consider whether the employer's qualifications and facilities for training an apprentice are adequate.

The probationary period lasts for three months and is part of the training period. Employers are encouraged to notify the Board's office if employment is terminated during the probationary period.

At the end of the probationary period, the Board ascertains in writing if the employer, apprentice and the guardian are all in favour of the apprenticeship; if so the original form of indenture is completed, signed and retained in the Board's office; copies are provided to the employer and apprentice.

Northern Territory

All applications and inquiries regarding apprenticeships should be addressed to:

Apprenticeship Manager
Department of Labour and
Administrative Services
GPO Box 4371
Darwin NT 5794

It is recommended that applicants should seek employers who are willing to employ them as apprentices before making an application. Officers of the Commonwealth Employment Service will assist in this; alternatively employers may be approached by young persons themselves.

Employers of apprentices make application to train apprentices and are approved provided that they meet the criteria including facilities, qualified staff and scope of work. After receipt of an application to train, an Apprenticeship Advisor visits the employer to discuss the application. It is the employer's responsibility to ensure that the apprentice receives balanced and organised training on the job in the skills of the trade.

When an application to train has been approved the apprentice is enrolled in the appropriate technical course determined under the Act. Apprentices who commence training after the commencement of the school year may have to wait until the following year to commence the technical training course.

An apprentice serves a three month probationary period during which time the employer observes the apprentice's progress and interest in the trade. This probation, which is part of the apprenticeship, also gives apprentices the opportunity to decide if they wish to make their career in the particular trade.

An extension of a further three months may be sought in writing if employer and apprentice agree.

At the end of the probationary period, and provided the employer, the apprentice and the apprentice's parent or guardian are agreeable, the Indenture of Apprenticeship is drawn up and signed by all parties. The Indenture is binding and is deemed to be signed by all parties at the completion of the probationary period, provided the apprenticeship has not been terminated during probation. When the Indenture has been signed, it is registered, the original being retained by the Department and copies distributed among the parties to the Indenture.

Federal Awards

Most awards containing apprenticeship provisions specifically prescribe the authority to which notification of probationary apprentices should be forwarded, and/or with which indentures should be registered.

This may be either a State training authority, the Industrial Registrar or Deputy Industrial Registrar of the Australian Conciliation and Arbitration Commission in the State concerned or the State Secretary of the appropriate union.

SECTION FIVE

Conditions of Apprenticeship

The States and Territories prescribe conditions for the employment of apprentices following from training legislation and industrial awards. The main conditions refer to:

- indentured and trainee forms of apprenticeship;
- registration of indentures and the issue of trade certificates;
- apprentice/tradesperson ratios;
- apprentice wages;
- educational standards;
- age;
- sex discrimination;
- duration of an apprenticeship.

5.1 APPRENTICESHIP TITLES

The titles shown in Appendix 2 include all those commonly known as 'proclaimed apprenticeable occupations'. For New South Wales the titles are those prescribed in State awards, and where applicable, active apprenticeship titles under State determinations are also included. For Victoria, Queensland and Tasmania they are those proclaimed by the Governor in Council. For South Australia they are those prescribed in Regulations. In Western Australia proclaimed apprenticeship titles are prescribed in accordance with the Industrial and Commercial Training Act. For the Australian Capital Territory and the Northern Territory they are the titles recommended for proclamation by the Apprenticeship Board and N.T. Industry and Employment Training Advisory Council respectively, and approved by the appropriate Ministers, or by the authority responsible for apprenticeship matters.

In listing the apprenticeship titles in the Appendix the following nine broad groups are used: Metal Fitting and Machining, Other Metal, Electrical and Electronics, Building, Printing, Vehicle, Food, Amenity Horticulture, Miscellaneous.

The 'Miscellaneous' group contains clothing, dental, footwear, floor covering, furniture, glass working, hairdressing, jewellery, leather and canvas working, optical, ship building and woodmaking trades and also titles not elsewhere included.

5.2 RESTRICTIONS ON EMPLOYMENT OF JUNIORS EXCEPT AS APPRENTICES

New South Wales

An employer shall not employ a person under the age of 21 years in a prescribed trade unless that person is a probationer, indentured apprentice, trainee apprentice or qualified tradesperson.

Victoria

No person under 21 years of age, except with the approval of the Commission and subject to such terms and conditions as it thinks fit, may be employed in a proclaimed apprenticeship trade under the Industrial Training Act other than as an apprentice or an applicant for apprenticeship employed on probation unless that person has completed an apprenticeship in the trade concerned or holds a licence or certificate under another Act which entitles the person to work in the occupation.

Provision also exists for the proclamation of trades to which the foregoing restrictions do not apply — i.e. apprenticeship within the trade is voluntary, but having entered into indentures under the Industrial Training Act the parties are required to observe its terms and conditions. There are six apprenticeable occupations in this category — Automotive Parts Interpreting, Farming, Farming (Vegetable Growing), Floristry, Fruit Growing and Flower Growing.

Queensland

An employer shall not employ or engage in an apprenticeable occupation any person under the age of 21 years unless that person is an apprentice or a probationer or has completed an apprenticeship.

Any persons under the age of 21 years shall not engage themselves in an apprenticeable occupation unless they have completed an apprenticeship in that occupation.

Western Australia

Where a trade has been proclaimed as an apprenticeable occupation the various State awards generally prohibit the employment of juniors in that trade unless as probationers or registered apprentices.

South Australia

An employer shall not undertake to train a person (whether as an apprentice or otherwise) in a declared vocation except in pursuance of an indenture of apprenticeship.

Tasmania

Almost all State determinations prevent the employment of a junior in a trade other than under a contract of apprenticeship. In determinations of the Abattoirs Industrial Board and the Meat Trade Industrial Board the prohibition applies to persons under the age of 20 years.

Australian Capital Territory

A person under the age of 21 years who is not a tradesperson may not be employed or engaged in any apprenticeship trade declared by the Minister for Arts and Territories or by the Apprenticeship Board, except as an apprentice or in pursuance of the Apprenticeship Ordinance.

Northern Territory

An employer cannot employ a person under the age of 21 years in a trade declared by the Minister unless that person is an apprentice, a registered applicant for an apprenticeship, or has completed an apprenticeship in that trade.

Federal Awards

Prohibit the employment of juniors in occupations which are apprenticeable except under indentures.

Commonwealth Government Departments and Instrumentalities

Except as otherwise provided juniors may not be engaged in the apprenticeship trades prescribed in certain determinations and agreements except under contracts of apprenticeship.

5.3 FORMS OF APPRENTICESHIP

New South Wales

Indentured ('Indenture of Apprenticeship')
Trainee (no formal agreement)

Victoria

Indentured ('Indenture of Apprenticeship')

Queensland

Indentured ('Indenture of Apprenticeship') — which is one form of a contract of training

Western Australia

Indentured ('Apprenticeship Agreement')

South Australia

Indentured ('Indenture of Apprenticeship') — which is one form of a contract of training

Tasmania

Indentured ('Indenture of Apprenticeship')

Australian Capital Territory

Indentured ('Form of Indenture')

Northern Territory

Indentured ('Indenture of Apprenticeship')

Federal Awards

Indentured (except for isolated provision for trainee apprenticeship in New South Wales)

Commonwealth Government Departments and Instrumentalities

Indentured (Australian Postal Commission, Australian Telecommunications Commissions, Australian Airlines, Department of Defence and the Australian Broadcasting Corporation employ apprentices under a 'Deed of Apprenticeship')

5.4 DETERMINATION OF PROPORTION OF APPRENTICES TO TRADESPERSONS

New South Wales

Generally prescribed by Apprenticeship Conciliation Committees and set out in industrial awards. However, these Committees and Apprenticeship Training Committees have the power to approve applications to exceed proportions prescribed in awards.

Victoria

Prescribed by regulations on the recommendation of the Industrial Training Commission following advice by Trade Committees in respect of trades 'proclaimed' under the Industrial Training Act 1975. In most cases provision exists for the Commission to approve the employment of apprentices in excess of the proportion. In the case of 'non-proclaimed' trades, prescribed by the relevant award made under the Conciliation and Arbitration Act or State Conciliation and Arbitration Boards applying to the particular employment.

Queensland

Prescribed by regulation on the recommendation of the Industry and Commerce Advisory Committees. In each case provision is made for these Committees, Regional Advisory Committees or, where there is neither such Committee, the Commissioner for Training to grant apprentices in excess of the proportion.

Western Australia

Where the Director of Industrial Training has not determined an apprentice/tradesperson proportion for a particular employer, the appropriate industrial award or agreement details the maximum proportion to be applied.

South Australia

Prescribed by the relevant industrial award or agreement. However, in approving an employer to engage apprentices, the Industrial and Commercial Training Commission may fix a ratio for the number of apprentices to persons who are to supervise their training in relation to that particular employer, or more broadly in relation to a class of employers.

Tasmania

Prescribed by the Industrial Commission.

Australian Capital Territory

Determined by the Apprenticeship Board, except where fixed in relevant Industrial awards.

Northern Territory

Determined by the Director, Employment and Training except where provided for in awards and industry agreements.

Federal Awards

Prescribed in awards, determinations and agreements of the Australian Conciliation and Arbitration Commission.

Commonwealth Government Departments and Instrumentalities

Prescribed by most determinations and awards.

5.5 DETERMINATION OF APPRENTICE WAGES

New South Wales

Prescribed by the appropriate Apprenticeship Conciliation Committee and set out in the appropriate industrial award. Special rates are set for apprenticeships approved for persons over the age of 21 years.

Victoria

Prescribed by the relevant Industrial Award or Agreement.

Queensland

Prescribed by the Queensland Industrial Conciliation and Arbitration Commission, as a percentage proportion of a tradesperson's minimum wage according to the year of apprenticeship. Allowances payable to apprentices and the value of tools of trade to be supplied to apprentices are also fixed by the Industrial Conciliation and Arbitration Commission.

Western Australia

Prescribed by the various industrial awards and agreements as ratified by the WA Industrial Relations Commission, usually as a percentage of the tradesperson's base rate.

South Australia

Prescribed by the relevant industrial award or agreement.

Tasmania

Prescribed by the Industrial Commission.

Australian Capital Territory

Prescribed in awards and determinations of the Australian Conciliation and Arbitration Commission, generally as a percentage of the ordinary wage rate of a specified trade classification.

Northern Territory

Generally prescribed under awards of the Conciliation and Arbitration Act. Where no awards exist, under the N.T. Industry and Employment Training Regulations, apprentices are entitled to — in each year of apprenticeship — the prescribed percentage of the 'Ruling Rates' for relevant tradespersons in the Territory.

Federal Awards

Prescribed in awards of the Australian Conciliation and Arbitration Commission generally as a percentage of the ordinary wage rate of a specified trade classification.

Commonwealth Government Departments and Instrumentalities

Determined by the Australian Conciliation and Arbitration Commission, generally as a percentage of the ordinary wage rate of a specified trade classification.

5.6 DURATION OF APPRENTICESHIP

New South Wales

Not exceeding 4 years except in individual cases determined by Apprenticeship Conciliation Committees. Most apprenticeships are of 4 years' duration.

Credits reducing the term of apprenticeship are most common for the completion of trade based pre-apprenticeship courses. The amount of credit varies between zero and 18 months depending upon the particular course, with 12 months being the most common.

Individual apprenticeships may be shortened by Apprenticeship Conciliation Committees and Conciliation Commissioners on the recommendation of an Apprenticeship Training Committee.

All prospective indentured apprentices serve a probationary period of at least 3 months which may be extended to 6 months and is counted as part of the term of apprenticeship.

Victoria

Not exceeding 4 years. Most apprenticeships are of 4 years' duration.

Credits in the term of apprenticeship for educational levels higher than those presently prescribed for entry into the respective apprenticeship trades have been abolished in all trades.

Shortened terms of apprenticeship are provided for entrants who have successfully completed an approved trade based pre-employment course in the trades of Signwriting, Carpentry and Joinery and Bricklaying.

Any probationary period, which is usually 3 months but may be extended to 6 months, is included in the term of apprenticeship.

Provision exists for indentures to be completed early on application by employer and apprentice when prescribed standards of on-the-job experience and technical education have been achieved.

Queensland

A term not exceeding 4 years.

The Industry and Commerce Advisory Committee for the calling in question or, where there is no such Committee, the Commissioner for Training may reduce the period of apprenticeship if an apprentice has gained experience and knowledge prior to commencing an apprenticeship. However, where any apprentice who has been granted a reduction in the period of apprenticeship, fails at any time to make progress in the theoretical or practical knowledge applicable at any stage to the apprenticeship calling, the committee, or as the case may be, the Commissioner may extend the period of apprenticeship for such period as it thinks fit.

An apprentice who attains 75 per cent or more in an annual examination may be granted a reduction in the period of the apprenticeship.

The period of apprenticeship of an apprentice may be extended for failure to pass two or more annual examinations.

Provisions for shortened terms are provided under the Federal Metal Industry Award 1971, Vehicle Industry Award 1982 Vehicle Industry, Repair Services and Retail Award 1974, Aircraft Industry (Commonwealth Aircraft Corp Pty Ltd) Award 1973, and Engineering (Oil Companies) Award.

The probationary period (which is usually 3 months but which may be extended by the relevant Committee or Commissioner for Training to a period not exceeding 6 months) is subsequently counted as part of the term.

Western Australia

Most apprenticeship trades have a maximum term of indenture of 4 years, with the Jewellery (5 years), Watch and/or Clock Repairing (5), Floor Covering (3), Farming (3) and Footwear Manufacturing trades being the exceptions.

Shorter terms of 3 1/2 years and 3 years are available in most trades, provided the apprentice can meet the pre-requisites set by the appropriate Industrial Training Advisory Board.

Pre-requisites are normally based on the level of secondary education and the subjects and levels attained in the Achievement Certificate (Year 10) or the Certificate of Secondary Education (Year 12).

Three year terms shall apply if the apprentice has successfully completed an approved trade based pre-employment course consisting of:

(a) A mandatory 3 year term is applicable if 2 or more stages of the course of training for the apprentices trade have been completed.

(b) An optional 3 year term applies if less than 2 stages of the course of training for the apprentice's trade have been completed and the parties to the agreement request the 3 year term.

Provisions exist for reducing the term of an apprenticeship for a trade if (a) the apprentice has completed 3 years of the apprenticeship, (b) the apprentice has successfully completed an approved pre-employment course consisting of less than 2 stages of the course, and (c) if in the opinion of the Director, the apprentice is competent in the trade.

The probationary period of 3 months is included in the term of indenture.

South Australia

The term of an indenture of apprenticeship is as prescribed for each declared vocation (generally 4 years). The Industrial and Commercial Training Commission can determine credits to be allowed for training required under the Act on the basis of training previously undertaken, or on any other basis. Where an apprentice has completed at least three quarters of the term of an indenture, the Commission may, of its own motion, or on the application of all parties, relieve the apprentice of obligations under the indenture and the apprentice will be deemed to have completed the training required. The Commission may reduce or increase the term of an indenture.

There is a probationary period of three months from the day on which an apprenticeship commences, and which is part of the term of indenture. The indenture forms are signed before the commencement, but any party may within the first three months terminate the indenture by giving notice in writing to the other party or parties. Where there is such a termination the employer is required to notify the Commission in writing within seven days.

Tasmania

The term of indenture is four (4) years with the exception of Roof Tiling (3 years) and Waiting (2 1/2 years). The Regulations also provide that youths in specified apprenticeship titles, designated as "special building trades apprenticeship", may be granted credits of 6 months where they have passed the 10th year school examination in subjects deemed by the Authority to be appropriate to their trades, or 12 months where they have passed appropriate subjects at the 11th (or 12th) school year examination.

Apprenticeship terms include a probationary period usually of 3 months' duration which may not be extended beyond 12 months.

Australian Capital Territory

The term of indenture is four (4) years for all trades, with Baking (3 years) being the exception. This term, which includes a 3 months' probationary period, is fixed by the Minister for Arts and Territories on a recommendation by the Apprenticeship Board.

In the following trades, where TAFE college courses are not available locally, the period of apprenticeship is 3 years if the applicant is over 17 years of age at the date of entry into the trade:

Boot Repairing
Carpet and Lino Laying
Farriery
Glazing
Hairdressing (Gents)
Tile Laying
Upholstering

Credit of 6 months per year may be granted for outstanding performance at TAFE college courses and on the job, except in the case of Ladies' Hairdressing where the credit is 3 months per year.

Northern Territory

The term of apprenticeship is prescribed in the Apprenticeship Regulations. In the majority of cases the term is four years. The others listed below have a prescribed term of three years:

Blacksmithing
Bricklaying
Floor and Wall Tiling
Painting and Decorating
Plastering
Stone Masonry
Motor Trimming
Baking
Upholstering

Federal Awards

Terms of indenture range from three to four years.

Under certain awards, persons under 21 years of age in specified trades, who would normally serve a 5 year term, are indentured for 4 years provided the appropriate apprenticeship authority is satisfied they have the necessary vocational aptitude and have passed the 4th year secondary school examination, including passes in specified subjects, or have experience relevant to the trade and suitable educational qualifications.

Those who have passed 4th year secondary school examinations including passes in specified subjects, or who have completed 5th year secondary school and studied prescribed subjects at that level, may be granted 6 months' credit towards their 4 year term. Those who have taken the 5th Year secondary school examination, and passed in specified subjects at that level, may be granted a credit of 12 months towards their 4 year term. Those with experience relevant to the trade and suitable educational qualifications may be granted such credits as the appropriate apprenticeship authority may determine.

The granting of credits as described above is conditional, inter alia, upon apprentices undertaking a 20 weeks' continuous training course at an approved establishment as early as practicable in the first year of their apprenticeship. The appropriate apprenticeship authority may reduce or cancel credits if apprentices fail to make satisfactory progress.

Under Federal awards the probationary period is usually 3 months (in the printing trades it must not exceed 6 months) and is counted as part of the apprenticeship term.

Commonwealth Government Departments and Instrumentalities

Terms of indenture range from three to four years.

Credits or shortened terms of apprenticeship are available in most Commonwealth Government departments and instrumentalities. The basis for granting credits may be derived from those applied in the appropriate State or Territory or those applied in the appropriate Federal awards and Public Service determinations that are based on Federal awards. The details are shown in previous paragraphs.

Shortened terms of apprenticeship are not available in the Defence Forces or in the Defence Research Centre, Salisbury; in the latter establishment, however, higher salaries are paid to those apprentices who have higher educational achievements.

In most establishments the probationary period, which counts towards the apprenticeship term, is from 3 to 6 months.

5.7 MINIMUM EDUCATIONAL STANDARDS FOR ENTRY TO APPRENTICESHIP

New South Wales

Generally no specific standard is prescribed or observed for entry at the maximum term available.

Victoria

The Industrial Training Commission abolished educational entry standards for all apprenticeship trades on 18 May 1982. Consequently, any applicant, irrespective of educational qualifications, will be approved for apprenticeship providing he or she has been able to obtain employment with a suitable employer.

Queensland

The minimum standard varies from trade to trade, ranging from completion of Grade 8 to completion of Grade 10 of the Queensland secondary school course.

In respect of Dental Technicians the minimum entry standard is certified completion of an 18 months full-time trade based pre- employment course in Dental Prosthetic Technology.

Western Australia

The appropriate Industrial Training Advisory Board may recommend, for the approval of the Industrial Training Advisory Council, pre-requisites for entry to an apprenticeship trade.

South Australia

The Industrial and Commercial Training Commission has power to establish minimum educational standards for entry to apprenticeship. Currently standards are prescribed only for Dental Prosthetics.

Tasmania

Passes in English, Maths and Science, level II at the completion of the fourth year of secondary school for Metal, Electrical, Plumbing, Printing, Dental and Cooking trades.

Passes in English, Maths and Science, level I at the completion of fourth year secondary school for all other trades.

The Authority will consider applications to enter the trades from applicants who do not possess the educational pre-requisites.

Australian Capital Territory

Passes in English, Mathematics and Science are required at the end of Year 10 (School Certificate) or Year 9 for Group 1 and Group 2 trades respectively. (Group 1 comprises the higher skilled trades.)

Northern Territory

When an application to train is received the apprentice's ability is discussed with the employer with special regard to potential problems the apprentice may experience during the apprenticeship.

An entrance examination for Electrical Fitting, Electrical Fitting-Mechanics and Electrical Mechanics was introduced on 1 January 1987.

Federal Awards

Generally no specific standard is prescribed.

Commonwealth Government Departments and Instrumentalities

The educational standard required by most employers is a pass at the 4th year secondary school level. A pass at the 3rd year secondary school level is acceptable for some trades.

Apprentices employed under the Public Service Act enter by way of competitive examination in English, Mathematics and Science at approximately 3rd year secondary school level. There is also an Apprentice Selection test which is set by the Australian Council for Education Research and administered by those Government departments with suitable testing procedures.

5.8 AGE LIMITS ON ENTRY TO APPRENTICESHIP

New South Wales

Minimum age: 15 years, prescribed by other legislation.

Maximum age: Not prescribed. No provision relating to age may be included in an award which would prevent an apprentice from completing the full term of apprenticeship. However, all apprenticeship applications for persons over the age of 21 years must be referred to Apprenticeship Conciliation Committees for approval and the setting of a wage rate. Federal award age restrictions are observed where this respondency applies.

Victoria

Minimum age: Generally 15 years. Roof Slating and Tiling and Automotive Parts Interpreting 16 years. Adult trainee 21 years.

Maximum age: Not prescribed.

Queensland

Minimum age: Not prescribed. In general practice the minimum is the school leaving age, which is 15 years unless a special exemption is obtained to leave at an earlier age.

Maximum age: Not prescribed.

Western Australia

Minimum age: Whilst the Industrial Training Act does not set any minimum age for entry to an apprenticeship, in practice, the minimum school leaving age normally restricts persons from commencing an apprenticeship before the year they turn 15.

Maximum age: Not prescribed.

South Australia

Minimum age: Not prescribed. In practice the minimum is the school leaving age, which is 15 years unless a special exemption is obtained to leave at an earlier age.

Maximum age: Under the Act no person, by reason of age, can be disqualified from entering into an indenture.

Tasmania

Minimum age: Persons over 15 years of age are eligible to become apprentices. For persons aged 15-16 years; a certificate of exemption from further schooling must accompany the application.

Maximum age: Not prescribed.

Australian Capital Territory

Minimum age: 15 years.

Maximum age: There is no age barrier for admittance to any apprenticeship trade where the necessary qualifications are held.

Northern Territory

Minimum age: 15 years as provided for under the N.T. Education Act.

Maximum age: Not prescribed, however the provisions of relevant awards should be noted.

Federal Awards

Minimum age: Not prescribed.

Maximum age: In a substantial proportion of awards it is prescribed that the apprenticeship should be completed by the 23rd birthday.

Commonwealth Government Departments and Instrumentalities

Minimum age: It is general practice to set 15 years as the minimum age.

Maximum age: Varies between departments and instrumentalities according to the determination or award under which the apprentice is employed. The upper limit is usually 23.

5.9 PROVISION FOR FEMALE ENTRY TO APPRENTICESHIP

New South Wales

No apprenticeship award may prohibit the entry of males or females into an apprenticeship unless the Industrial Commission is satisfied that the work to be performed in the trade is unsuitable for males or females as the case may be.

Apprenticeship Conciliation Committees may not fix any wage rates which discriminate between apprentices on the basis of sex.

Victoria

State apprenticeship legislation does not restrict the entry of females to any of the proclaimed apprenticeable occupations.

Queensland

State apprenticeship legislation does not restrict the entry of females into any apprenticeable occupation.

Western Australia

State apprenticeship legislation does not restrict the entry of females into any apprenticeable occupation.

South Australia

State training legislation does not restrict the entry of females into any apprenticeable occupation.

Tasmania

State apprenticeship legislation does not restrict the entry of females into any apprenticeable occupation.

Australian Capital Territory

Apprenticeship legislation does not restrict the entry of females into any apprenticeable occupation.

Northern Territory

Apprenticeship legislation does not restrict the entry of females into any apprenticeable occupation.

Federal Awards

Many Federal awards have been amended in recent years to remove specific restrictions on the entry of females into apprenticeable occupations. However, the Metal Trades Award 1952, for example, provides that 'an employer may employ females on work in the industries and callings covered by this award except on such work as shall be declared by a special Board of Reference to be unsuitable for female employees'.

Commonwealth Government Departments and Instrumentalities

Females are actively encouraged to apply for selection in apprenticeship trades in Commonwealth Government departments and instrumentalities.

5.10 ISSUE OF TRADE CERTIFICATES

Trade certificates are issued in each State and Territory as follows.

New South Wales

On completion of the apprenticeship term, the indentured or trainee apprentice's progress card is countersigned by the Director of Apprenticeship and a 'Craftsman's Certificate' is issued. In addition a 'Craftsman's Certificate of Proficiency' is issued to those who produce evidence of having also completed the prescribed trade course.

Under Section 23J of the NSW Industrial Arbitration Act, a Certificate of Recognition as a Craftsperson may be issued to a person who has served a period of not less than the normal term of apprenticeship as a learner in a particular trade and has reached a standard of proficiency equivalent to that of a person who has completed a normal apprenticeship.

Victoria

On completion of the apprenticeship term, the indentures are endorsed 'Completed' by the Industrial Training Commission. Provided the full technical course has been successfully completed the Commission issues a 'Certificate of Proficiency'.

An 'Adult Training Certificate' is issued to Adult Trainees who complete the period of training provided for in their Training Agreement and pass the technical course.

A 'Tradesman's Certificate' may be issued on application to persons who have not completed an apprenticeship or a course of training as an adult trainee where the Commission is satisfied that that person's skills, experience and qualifications provide them with the skill or expertise necessary for the performance of work ordinarily performed by skilled tradespersons in that apprenticeship trade in Victoria.

Queensland

The Industry and Commerce Training Commission issues a 'Certificate of Completion of Apprenticeship' to every apprentice who successfully completes an apprenticeship.

Under Section 103B of the Queensland Industry and Commerce Training Act, the Industry and Commerce Training Commission has power to grant recognition and to issue 'Certificates of Recognition' to persons in various trades who have completed not less than six years in a particular trade and who have attained the age of 21 years.

Western Australia

Following a review of the final 'on-the-job' trade examination in 1986, the examination system was abolished in February 1987. In its place an interim assessment system was created pending the implementation of a new apprentice and assessment system in 1988. The interim assessment system provides for all apprentices to be subjected to an employer-based trade assessment, prior to the completion of the term of indenture, to determine their level of trade competency.

Apprentices who have passed the final trade assessment and completed the full term of indenture are issued with a 'trade certificate' to verify their trade status.

South Australia

When an apprentice has completed the term of an indenture the employer shall sign the 'Certificate of Service' on the copy of the indenture held by him and where available the apprentice's copy. The copies of the indenture so signed should within fourteen days of the date of completion of the term, be forwarded (together with any assignment forms applicable) to the Commission, for endorsement by the Chairman. Where an apprentice has satisfactorily completed the program of training determined by the Commission (generally the term of the indenture together with a course of instruction at a technical college) a

'Certificate of Competency' endorsed by the Chairman of the Commission is forwarded to the then qualified tradesperson.

Tasmania

Upon completion of the apprenticeship the employer endorses the original indenture and returns it to the Authority for certification and on-forwarding to the apprentice. A 'Certificate of Proficiency' is issued to each apprentice successfully completing the required technical training and details of this or the achieved level of performance in technical training is endorsed on the original indenture.

Australian Capital Territory

On completion of the apprenticeship term the Chairman endorses the indentures accordingly. Provided that the apprentice completes the term of apprenticeship and attains the prescribed standard of technical education and trade experience the Apprenticeship Board issues a 'Tradesperson's Certificate'.

Northern Territory

On completion of the apprenticeship term the indentures are endorsed. A 'Trade Certificate' is issued to a person who has attained satisfactory technical college results and completed the term of his/her apprenticeship.

Federal Awards

Certificates are not issued under Federal Awards. However, some Boards of Reference established under Federal award provisions do endorse the indentures of completed apprentices.

Commonwealth Government Departments and Instrumentalities

The procedures adopted for the issue of trade certificates vary from organisation to organisation and within the one organisation may vary from State to State.

Many Commonwealth Government departments and instrumentalities register their apprentices with State or Territory authorities. In these cases, the State or Territory authority usually issues the appropriate certificate, deals with transfers and cancellations and so on.

SECTION SIX

Training

6.1 TRAINING — APPRENTICESHIP

6.1.1 TAFE Courses

Technical training is stipulated as part of apprenticeship in most trades in all States and Territories. Where local classes are not available, and it is appropriate, it is compulsory in most cases to study the required subjects by correspondence and in a number of instances courses are undertaken in other States on block release. The determination of TAFE courses is as follows:

New South Wales

Courses are determined by the Department of Technical and Further Education in consultation with its own course advisory committees on which employers and employees are represented.

The Apprenticeship Council is required to keep under review the adequacy of training of apprentices in technical colleges and the measures which can be taken to improve that training. Apprenticeship Training Committees are also required to co-operate with the Department of Technical and Further Education in respect of any matter concerning the technical education of apprentices and to keep under review the facilities which are available in colleges for the training of apprentices.

Victoria

Courses are determined by the State Training Board and Trade Committees or other industry-based bodies.

Queensland

Courses are determined by the Department of Employment, Vocational Education and Training and the Industry and Commerce Advisory Committees in collaboration.

Western Australia

The content of technical training courses is determined by the Technical Education Division of the Education Department, with the assistance of advisory committees made up of employer and employee representatives. The structure and hours of attendance at technical training courses are prescribed by Regulation as recommended by the appropriate Industrial Training Advisory Board, and approved by the Industrial Training Advisory Council.

South Australia

Courses are determined by the Industrial and Commercial Training Commission in consultation with employer and employee organisations and with the Department of Technical and Further Education.

Tasmania

Courses are determined by the Education Department assisted by advisory committees.

Australian Capital Territory

Courses are determined by the Apprenticeship Board in collaboration with the Office of ACT Institute of TAFE.

Northern Territory

Courses to be attended are determined or approved under the Industry and Employment Training Act.

Federal Awards

Courses of technical education may be specifically prescribed in awards or awards may prescribe that relevant State/Territory provisions apply.

Commonwealth Government Departments and Instrumentalities

Most apprentices receive all or part of the technical training at State/Territory technical colleges.

6.1.2 Release From the Job to Undertake Compulsory Courses

Employers are required to release their apprentices to attend TAFE courses as follows:

New South Wales

The Apprenticeship Act requires employers to release apprentices during working hours to attend prescribed courses.

The employer and apprentice are responsible for arranging enrolment in the prescribed course; the Apprenticeship Directorate does not. Attendance at college involves approximately 108 days over the first three years of apprenticeship.

Victoria

The Act provides that an employer shall allow an apprentice reasonable time, not exceeding 1600 hours in any apprenticeship and not exceeding 800 hours in any one year, to attend prescribed technical education.

The Industrial Training Commission gives notice in writing to the employer and apprentice as to the technical training to be undertaken by the apprentice. The amount of release for apprentices is determined in each trade by the Commission on the advice of the respective trade committees and prescribed by regulation.

Queensland

The Act provides that an employer shall grant an apprentice leave of absence to attend such classes as are prescribed and pay wages for such leave, but such leave shall not exceed the equivalent of the maximum time of attendance as directed by the Minister during the period of apprenticeship.

Where an apprentice is undertaking a course of instruction by correspondence the employer shall permit the apprentice to be absent from work for one half day in each week during working hours to study the course of instruction. In addition the employer shall permit the apprentice to attend practical classes for 2 weeks each year.

Western Australia

Employers are obliged, as a requirement of the Industrial Training Act, to release their apprentices during paid working time to attend such classes and undertake such training as is prescribed for the trade.

Where apprentices are undertaking instruction by correspondence, the employer is bound to allow the apprentices paid time to study and complete their lessons during normal working hours for up to the equivalent number of hours allowed to apprentices attending the same trade course by day or block release.

South Australia

Under the Industrial and Commercial Training Act employers must permit apprentices to carry out their obligations to attend approved courses of instruction.

Tasmania

The Act and the regulations provide that apprentices shall attend such classes or courses of training as directed by the Authority whether in Tasmania or elsewhere in Australia and shall attend remedial classes in Tasmania if directed by the Authority.

The Training Authority gives notice in writing to the employer and apprentice as to the technical training to be undertaken by the apprentice.

Australian Capital Territory

Apprentices attend day classes for one day of 8 hours each week or otherwise as the Board determines, such as block release courses full-time for any number of weeks.

Northern Territory

The Industry and Employment Training Act requires that the employer shall allow apprentices such leave of absence from employment as is necessary to enable the apprentice to attend the course determined under Section 40 or an alternative course approved under Section 41.

Federal Awards

Federal awards either prescribe mandatory rebate of apprentices to undertake technical education during working hours or that provisions of relevant State-Territory legislation apply.

Commonwealth Government Departments and Instrumentalities

Some determinations provide that the employer shall release apprentices for periods ranging from one half day to one day per week to attend classes provided that apprentices shall attend the classes in their own time when such are held in the evening.

6.1.3 Attendance at Technical Classes

The length and pattern of attendance at TAFE institutions varies considerably between and within States and Territories. The bulk of apprenticeships normally require apprentices to attend three stages of technical education, with one stage normally being undertaken in each of the first three years of the apprenticeship.

The number of days of attendance required for a stage of technical education varies by State/Territory and course, but the most common length of release required to complete a stage of technical education in each State is as follows:

NSW	36 days
VIC	40 days
QLD	35 days
WA	36 days
SA	40 days in Stage 1 and 2 20 days in Stage 3
TAS	30 days
ACT	36 days
NT	40 days

There are two basic attendance patterns, one described as day release and one described as block release. Apprentices attending day release courses are usually required to attend the TAFE institution for one day each week for the length of the academic year. Apprentices attending block release courses attend the TAFE institution each day for the duration of the block. All States use both patterns of attendance, with virtually all Queensland courses being provided on block release.

Appendix 5 contains a detailed listing of TAFE attendance patterns.

6.1.4 Compulsory Technical Training and Enforcement of Attendance

Compulsory TAFE training for apprentices is prescribed in all States and Territories. The arrangements are:

New South Wales

The Apprenticeship Act provides for compulsory attendance of apprentices at prescribed technical education. In addition, most State awards specify attendance at prescribed courses.

Where apprentices are required to attend by award and fail to do so they may be suspended or their indenture cancelled.

Victoria

Apprentices in proclaimed trades are compelled to attend classes prescribed by regulation. Where classes are not available at a school near their home, country apprentices undertake block release training in Melbourne and provincial centres.

Attendance at compulsory classes is enforced by the Commission. Defaulting apprentices may be fined or have their indentures suspended or cancelled.

Queensland

Attendance is compulsory for all proclaimed apprenticeship callings where a technical course of instruction is prescribed. With the exception of hairdressing, attendance is undertaken by block release. Hairdressing attendance is by day release. Where it is not practicable for an apprentice to attend classes the Commissioner for Training may require the apprentice to undertake a correspondence course.

Attendance at compulsory classes, and correspondence study, is enforced by the Deputy Director of Employment and Skills Development or Chairman of a Regional Advisory Committee. Defaulters may be fined.

The relevant Industry and Commerce Advisory Committee, Regional Advisory Committee or, if there is no such Committee, the Commissioner for Training may extend the period of indenture or alternatively cancel the indenture of any apprentice who twice fails to pass an examination or fails two examinations at the first attempt at each.

Western Australia

Where a course of study for an apprenticeship trade is prescribed, all apprentices are bound to diligently and punctually attend classes during the time stipulated for that course and undertake all applicable examinations. The non- attendance at compulsory classes or the non-completion of correspondence lessons can result in a penalty being imposed against errant apprentices or the suspension or cancellation of the apprenticeship agreement.

South Australia

Under the Industrial and Commercial Training Act, an apprentice is required to attend such courses of instruction as may be determined by the Commission, to comply with requirements of the Commission as to hours of attendance and with requirements of the Regulations as to total hours of attendance. The total hours of attendance at approved courses of instruction, where provided, are prescribed in respect of each declared trade.

An apprentice is also required to complete the course of instruction to the satisfaction of the Commission, and to comply with any other requirements of the Commission in relation to training.

An apprentice not meeting these obligations may be dealt with by the Disputes and Disciplinary Committee of the Commission.

Tasmania

Where facilities are available anywhere in Australia attendance at technical college as directed by the Authority is compulsory. Where college facilities are not available apprentices may be directed to study by correspondence.

Attendance at classes is enforced by the Authority. Defaulters may be fined or have their indentures suspended or cancelled by the Authority.

Australian Capital Territory

Attendance at ACT Institute of TAFE is compulsory for all declared trades for which an appropriate course is available. The Board may determine that an apprentice enrols in an appropriate correspondence or block release course outside the ACT.

Attendance is enforced by the Apprenticeship Board and failure to attend is a breach of the indenture which could result in its cancellation or extension.

Northern Territory

The Industry and Employment Training Act requires apprentices to attend the courses determined under Section 40 or approved under Section 41. Attendance at these course(s) is compulsory and failure to attend could result in a penalty being imposed on the defaulter. The majority of courses offered in the Territory are on a block release basis. Where technical courses are not available, apprentices attend interstate colleges on block release. (For details see Appendix 5).

Federal Awards

Awards may specify attendance at a technical course or provide that relevant State/Territory provisions apply.

Commonwealth Government Departments and Instrumentalities

Technical training is compulsory for all apprentices of Commonwealth Government departments and instrumentalities. Apprentices are required to attend State/Territory TAFE colleges. Some departments and instrumentalities provide supplementary technical training in their own establishments.

Attendance is enforced by the employer.

6.1.5 Payment of Fees

No tuition fees are charged for first vocational courses at TAFE colleges in Australia. However some colleges levy a fee for use of student amenities etc. through the Student Union, and most colleges levy a general service fee.

In South Australia a General Service fee of $40 per calendar year is levied for all courses including basic trade courses.

6.1.6 Examinations

Examinations are conducted in all States/Territories by TAFE. However prescribed training programs are based on completion of an indenture term. Training authorities usually consider TAFE attendance and performance when assessing standards achieved for the issue of a trade certificate.

New South Wales

Conducted by the Department of Technical and Further Education which issues trade course certificates for the successful completion of the course, independently of certificates issued by the Apprenticeship Directorate (see sub-section 5.7).

Satisfactory completion of the technical college course is not essential for the completion of the apprenticeship and the issue of the 'Craftsman's Certificate'. However, a 'Craftsman's Certificate of Proficiency' is not issued without evidence of having completed the prescribed trade course.

Victoria

Conducted by technical schools and TAFE colleges.

Examination results are required by the Industrial Training Commission for issue of annual reports and 'Certificates of Proficiency' and for redirection of apprentices to further classes.

Queensland

Conducted by Colleges of Technical and Further Education.

Examination results are required by the Industry and Commerce Advisory Committees to determine extensions and reductions to the period of apprenticeships and by the Department of Employment, Vocational Education and Training for inclusion on the certificate issued after the completion of each apprenticeship.

Western Australia

Apprentices are required to sit for all technical training examinations in relation to the course of study prescribed for their trade. The results of these examinations are forwarded by the technical training authority to the Director of Industrial Training.

Apprentices who successfully complete the prescribed technical training course are issued with a 'Certificate of Trade Studies' by the technical training authority.

The attainment of tradesperson status is independent of technical training results as apprentices are subject to employer based final trade assessment.

South Australia

Conducted by the Department of Technical and Further Education which issues a certificate on satisfactory completion of courses of instruction.

Where a course of instruction is part of a training program approved by the Industrial and Commercial Training Commission with respect to a declared trade, completion of the course to the satisfaction of the Commission is required for an apprentice to receive a 'Certificate of Competency' on completion of the indenture term.

Tasmania

Conducted by the Education Department. The Department issues technical training certificates on satisfactory completion of the trade course.

Apprentices must pass final examinations to qualify for the 'Certificate of Proficiency' issued by the Training Authority.

Australian Capital Territory

Conducted by the ACT Institute of TAFE.

Apprentices must pass examinations satisfactorily to qualify for the 'Tradesperson's Certificate'.

Northern Territory

Conducted by the Alice Springs College of TAFE, the Darwin Institute of Technology, or an educational authority in another state. Apprentices must pass all examinations satisfactorily and complete the term of apprenticeship to qualify for a Trade Certificate.

Federal Awards

State arrangements generally apply to apprentices employed under Federal awards in the State/Territory concerned.

Commonwealth Government Departments and Instrumentalities

Where apprentices undertake a State/Territory technical course they sit for the State/Territory examinations and if successful receive an appropriate State/Territory technical education certificate and, in most cases, the trade certificate issued by the State/Territory apprenticeship authority.

The Air Force and the Defence Research Centre, Salisbury, set out and conduct their own examinations.

6.2 TRAINING — TRAINEESHIPS

Traineeships provide planned and structured on-the-job training in the workplace; combined with off-the-job training in a planned program of learning away from the normal workplace.

Traineeships focus on competency-based learning. The training plan is based on standards of performance in agreed tasks which are determined in close consultation with, and endorsed by, industry (employers and unions) and TAFE.

6.2.1 Integration of the On- and Off-the-Job Training

The aim is for a systematic organisation of the curriculum content and parts into a cohesive and meaningful pattern, with a clear linking of on- and off-the-job training. The training plan and performance objectives are integral to the traineeship.

Elements from training modules/units are covered both on and off-the-job.

Topics covered off-the-job are reinforced by activities/practice/observation/practical assignments etc. on the job; and conversely, procedures or practices observed or undertaken on-the-job will be explained/expanded on during off-the-job training.

Employers and trainees enter into a formal Training Agreement. In addition to providing the on-the-job training outlined in the Training Plan, employers are responsible for releasing the trainee to attend off-the-job training, and the trainee is required to attend and participate in the training provided.

6.2.2. On-the-Job Training

Supervision and Monitoring

To ensure adequate supervision and monitoring is undertaken by the trainee's employer, the training arrangements provide for

- a workplace Traineeship Co-ordinator who is responsible within the employing firm, for managing the traineeship (this includes monitoring of the traineeship to ensure that the training takes place in accordance with the training plan, both on and off the job);
- the development of an on-going relationship between the on- and off-the-job training providers, and State training authorities; and
- the allocation of responsibility for monitoring, supervision and assessment between the on- and off-the-job trainers.

It is the responsibility of the State training authority to monitor traineeships, provide advice and to ensure the parties carry out their responsibilities under the training agreement.

Supervisors

Quality training relies on staff who have the time, resources, experience and skills to deliver the training effectively. On-the-job supervisors receive support for their training responsibilities through:

- trainer training. The National Trainer Training Service (NTTS), and TAFE Colleges in some states, provide supervisor training courses. Victoria is currently running a pilot of a very successful Training for Traineeships Supervisors course (a joint DOL, DEET and TAFE project);
- integrated Training Record Books (derived from the Training Plan) which show both the on- and off-the-job training required, and the level of competence achieved by the trainee for each performance objective; and
- training advisors/field officers with each State training authority, who offer a range of advice and support services to supervisors.

6.2.3 Off-the-Job Training

Traineeships are of at least 12 months duration and include a minimum of 13 weeks off-the-job training spread throughout the year in a TAFE college or other approved training centre.

In general, release patterns for off-the-job training conform to one of three main categories:

1. Day release training i.e. 2 days per week
2. Block release training; usually 1-3 weeks per block
3. A combination of block and day release.

Attendance at Off-the-Job Training

The minimum number of hours, and pattern of attendance, for off-the-job training varies from state to state. The minimum off-the-job training during the twelve months is 65 days (13 weeks).

Minimum hours for off-the-job training (13 weeks)

NSW	390-396
VIC	390
QLD	455
SA	390
WA	390-445
TAS	390
ACT	390
NT	390

APPENDIX 1

Industrial Awards

Industrial awards are contracts, between employers and employees, entered into by agreement and/or arbitration and registered with an industrial court. The awards prescribe all conditions of employment, and include provisions relating to apprenticeship. There are Federal and State industrial awards.

Federal awards are made under the provisions of the Conciliation and Arbitration Act 1904. The Act reflects various constitutional powers vested in the Commonwealth the major one of which is the settlement of industrial disputes extending beyond the borders of any one State. The other powers are the right of the Commonwealth to make laws relating to its own employees and in respect of its Territories. Generally federal awards apply only to cited employers or employer and employee organisations (registered pursuant to the Act with the Australian Conciliation and Arbitration Commission) who were parties to the industrial dispute. All industrial awards in the Northern Territory and the Australian Capital Territory are Federal awards. Those awards can be declared to apply to all employers and employees in the relevant industry within the Territories despite the fact that those persons were not parties to the industrial dispute leading to the making of the award.

State awards arose under the legislative powers of the original colonies and continue under the residual powers of the States. State awards relate to bodies registered under State industrial legislation and only to disputes that are contained to the relevant State.

Where there are conflicting provisions in a Federal award and a State award or legislation, the provisions of the Federal award prevail.

Parties bound by a Federal award are listed in the award as respondents. If an employer organisation is named as a respondent, each of its members is bound by that award. Members remain bound by the award until they resign from the organisation. Similarly the award binds unions named as parties and their members.

It is common for Federal and State awards to contain provisions in respect of apprenticeship trades named in the award. These provisions usually require that employers only employ juniors and trainees in specific trades as apprentices.

APPENDIX 2

Apprenticeship Titles

This appendix lists all proclaimed apprenticeship titles in each State-Territory and the standard indenture term. Voluntary apprenticeships are identified by '(v)' beside the relevant State(s). The titles are listed alphabetically in the nine ASCO minor trade groups.

METAL FITTING AND MACHINING

Apprenticeship titles		*Term (Year)*
Aircraft Fitting	N.S.W.	4
Aircraft Machining 1st Class	N.S.W.	4
Aircraft Turning	N.S.W.	4
Automotive Machining 1st Class	Vic.	4
Diesel Fitting	N.T.	4
Diesel Mechanic	Tas, N.T.	4
Engine Reconditioning	W.A.	4
First Class Machining	W.A.	4
Fitting	N.S.W., Vic., Qld, W.A.	4
Fitting and Fitting (Diesel and Heavy Earthmoving Equipment)*	Qld	2½
Fitting (Diesel and Heavy Earthmoving Equipment)	Qld	4
Fitting (Interlocking) (Transport only +)	Qld	4
Fitting (Mechanical)	Tas.	4
Fitting and First Class Machining	W.A.	4
Fitting and Machining	N.S.W., Tas., A.C.T., N.T.	4
Fitting and Machining (other than Turning)	N.S.W.	4
Fitting and Turning	Qld, W.A.	4
Fitting and Turning (Automotive)	Qld	4
Fitting and Turning and Machining	Qld	4
Fitting and/or Turning	N.S.W., Vic., S.A., Tas.	4
Fuel Injection Fitting	W.A.	4
Knitting Machine Mechanics	Qld	4
Loom-tuning	N.S.W., Qld	4
Machining	Vic., Qld	4
Machining 1st Class	N.S.W., S.A.	4
Machinist (Metal)	Tas.	4
Mechanic (Diesel and Heavy Earthmoving Equipment)	A.C.T.	4
Metal Machining 1st and 2nd Class (Aviation only)	Qld	4
Plant Mechanic	N.S.W.	4
Plant Mechanics (Agriculture)	W.A.	4
Plant Mechanics (Heavy Earth-moving Equipment)	N.T.	4
Plant Mechanics (Industrial)	W.A.	4
Sewing Machine Mechanics	N.S.W., Vic., Qld, S.A.	4
Textile Mechanics	Vic., S.A., Tas.	4
Tool Making	N.S.W.	4
Tool Making (Transport only)	Qld	4
Tool Making and Jig Making (Metal Furniture)	W.A.	4
Turning	N.S.W., Vic., Qld	4
Turning (including Roll Turning)	N.S.W.	5
Turning and Other Machining	N.S.W.	4

* Coal and Allied Industries Special Trade Training Program
+ Restricted to Queensland Railways

OTHER METAL

Aircraft Electrics and Instruments (Aviation)	Qld	4
Aircraft Electrics	N.S.W.	4
Aircraft Maintenance Engineering	A.C.T.	4
Aircraft Maintenance Engineering (Ground)	N.T.	4
Aircraft Maintenance Engineering (Radio Systems)	N.S.W.	4
Aircraft Maintenance Mechanics	Tas.	4
Aircraft Mechanics	S.A.	4
Aircraft Mechanics (Airframe)	N.S.W., Vic., N.T.	4
Aircraft Mechanics (Aviation only)	Qld	4
Aircraft Mechanics (Electrical)	N.S.W., Vic., S.A.	4
Aircraft Mechanics (Engine)	N.S.W., Vic., N.T.	4
Aircraft Mechanics (General Aviation)	Vic.	4
Aircraft Mechanics (Instrument)	N.S.W., S.A.	4
Anatomical, Surgical or Orthopaedic Making	N.S.W.	4
Blacksmithing	N.S.W., Vic., Qld, WA, S.A., Tas., N.T.	4,3 (N.T.)
Boilermaking	N.S.W., Vic., Qld, Tas.	4
Boilermaking — Metal Construction	W.A.	4
Boilermaking — Metal Construction and 1st Class Welding	W.A.	4
Boilermaking and Steel Construction Work	N.S.W., W.A.	4
Boilermaking and Welding	N.S.W., Tas., A.C.T.	4
Boilermaking and/or Structural Steel Fabrication	Vic.	4
Boilermaking and/or Structural Steel Work	N.S.W., Tas.	4
Boilermaking and/or Structural Steel Work and/or Welding 1st Class	S.A.	4
Brassfinishing	Vic.	4
Brass Finishing	N.S.W., S.A., Tas.	4
Brass-smithing	N.S.W., Vic.	4
Clock Repairing	W.A.	4
Clockmaking	N.S.W.	4
Copper and Brass-smithing	N.S.W., Vic.	4
Coppersmithing	N.S.W., Vic., Qld, W.A.	4
Coremaking Jobbing	N.S.W.	4
Drop Hammer Stamper	N.S.W.	4
Electrical (Aircraft)	W.A.	4
Electroplating	Qld, Tas.	4
Electroplating, 1st Class	N.S.W., Vic., W.A., S.A.	4
Engraver	N.S.W.	4
Engraving	Qld	4
Engraving (Hand and/or Machine and/or Chemical)	S.A.	4
Farrier	Vic.	4
Farriery	N.S.W., S.A., A.C.T.	4
First Class Welding Boilermaking — Metal Construction	W.A.	4
First Class Welding (Engineering)	W.A.	4
Fitting (Instruments)	Qld	4
Forging and/or Faggotting	N.S.W.	4
Gas Meter Making and Repairing	N.S.W.	4
Ground Engineer (Electrical)	N.S.W.	4
Ground Engineering (Air frame)	N.S.W.	4
Ground Engineering (Aircraft)	N.S.W., W.A.	4
Ground Engineering	Qld	4
Ground Engineering (Engine)	N.S.W.	4
Ground Engineering (Instruments)	N.S.W.	4
Hand Engraving	N.S.W.	4
Industrial Instrument Mechanics	Tas.	4

Instrument Fitting	N.S.W., W.A., N.T.	6
Instrument Fitting and Meter Testing	Tas.	6
Instrument Making	A.C.T., N.T.	6
Instrument Making and Repairing	Vic.	6
Jobbing Coremaking	N.S.W.	6
Jobbing Moulding	N.S.W.	6
Jobbing, Moulding and Coremaking	N.S.W., Vic., W.A.	6
Locksmithing	N.S.W., Vic., Qld.W.A., S.A. Tas., A.C.T., N.T.	6
Machine Engraving	N.S.W.	6
Marking Off	N.S.W.	6
Metal Fabrication/Welding	N.T.	6
Metal Moulding	N.S.W.	6
Metal Polishing	N.S.W.	[illegible]
Moulding	Qld. Tas.	6
Moulding — Jobbing	N.S.W.	6
Moulding and Coremaking — Jobbing	N.S.W.	6
Moulding and/or Coremaking (Jobbing)	N.S.W., S.A.	6
Oxy-acetylene and/or Electric Welding	N.S.W.	6
Patternmaking	N.S.W., Vic., Qld. W.A., Tas.	6
Patternmaking (Metal Trades)	S.A.	6
Safe and Strongroom Making	N.S.W.	6
Saw Doctoring	N.S.W., Vic., Qld. W.A., S.A., Tas.	6
Saw Making and Doctoring	A.C.T.	6
Scale Adjusting	N.S.W.	6
Scale Mechanic	A.C.T.	6
Scalemaking	N.S.W., Qld. S.A.	6
Scalemaking and Adjusting	N.S.W.	6
Scalemaking and/or Repairing	Tas.	6
Scientific Instrument Making	N.S.W., S.A.	6
Sheetmetal	W.A.	6
Sheet Metal 1st Class	Vic.	6
Sheet Metal Working	N.S.W., Qld. Tas., A.C.T.	6
Sheetmetal Working	N.T.	6
Sheet Metal Working 1st Class	S.A.	6
Sheet Metal Working — 1st Class Bench Work	N.S.W.	6
Sheet Metal Working 1st Class and 1st Class Welding	N.S.W.	6
Smithing	N.S.W.	6
Spinning 1st Class	N.S.W.	6
Steel Construction Working	N.S.W.	6
Steel Construction and 1st Class Welding	N.S.W.	6
Structural Steel Fabrication	Vic.	6
Structural Steel Tradesman and Working	N.S.W.	6
Surgical Instrument Making	S.A.	6
Template Making	N.S.W.	6
Template Making (Aviation only)	Qld	6
Tinsmithing	Tas.	6
Tinsmithing and Sheet Metal Working	N.S.W.	6
Tool Smithing	N.S.W.	6
Watch and Clock Making	Vic., S.A.	6
Watch and Clock Repairing	N.S.W.	6
Watch and/or Clock Making	W.A.	[illegible]
Watchmaking	N.T.	6
Watch Making	N.S.W., Qld. A.C.T.	6
Watch Making and Clock Making	Qld	6
Watch Making, Clockmaking and/or Repairing	Tas.	6
Weighing Instrument Mechanics	W.A.	6
Welding	N.S.W., Tas., A.C.T.	6
Welding 1st Class	N.S.W., N.T.	6
Welding 1st Class (Aviation only)	Qld	6
Welding — Special Class	N.S.W.	6

ELECTRICAL AND ELECTRONICS

Airconditioning and Refrigeration Mechanics	N.T.	4
Armature Winding	N.S.W., Vic.	4
Armature Winding (Auto)	N.S.W.	4
Automotive Electrical Fitting	W.A., A.C.T.	4
Automotive Electrical Mechanics	N.T.	4
Automotive Electrician	N.S.W., Tas.	4
Automotive Electrics	N.S.W., Vic. S.A.	4
Business Equipment Mechanics	Tas.	4
Cash Register, Adding, Calculating, Bookkeeping and other similar machine mechanics	Qld	4
Electrical Installing (Electrical Mechanics)	W.A.	4
Electrical Fitting	N.S.W., Vic., Qld. W.A. Tas., A.C.T., N.T.	4
Electrical Fitting (Auto)	N.S.W.	4
Electrical Fitting (Radio)	N.S.W.	4
Electrical Fitting and Electrical Mechanics	N.S.W.	4
Electrical Fitting and/or Armature Winding	N.S.W., Vic., S.A.	4
Electrical Fitting and/or Armature Winding (Auto)	N.S.W., S.A.	4
Electrical Fitting/Mechanics	N.S.W., N.T.	4
Electrical Instrument Fitting	N.S.W.	4
Electrical Mechanics	N.S.W., Vic., Qld. S.A., Tas., A.C.T., N.T.	4
Electrical Mechanics (Auto)	Qld	4
Electrical Mechanics and Fitting	Qld	4
Fitting (Instrumentation)	Qld	4
Instrumentation	S.A.	4
Lineman	N.S.W., Vic.	3 (NSW), 4 (Vic)
Lineman/XLPE Cable Jointing	N.T.	4
Mechanics (Office Machines)	W.A.	4
Meter Mechanics	Vic.	4
Office Equipment Mechanics	N.S.W.	4
Office Machine Mechanics	S.A., A.C.T., N.T.	4
Radio Mechanics	N.S.W., Qld	4
Radio Tradesman	N.S.W.	4
Radio Tradesman (Electronics)	Vic.	4
Radio and TV and Associated Electronics	Tas.	4
Radio and Television Mechanics	Qld. A.C.T., N.T.	4
Radio and Television Servicing (Electronic Servicing)*	W.A.	4
Refrigeration Fitting/Mechanics	N.S.W.	4
Refrigeration Fitting	W.A.	4
Refrigeration Mechanics	N.S.W., Vic., Qld. Tas., A.C.T.	4
Refrigeration Mechanics and/or Servicing	N.S.W., S.A.	4
Refrigeration Servicing	N.S.W.	4
Taxi Meter Manufacturing and Repair	N.S.W.	4
Telegraph Mechanics and/or Servicing	N.S.W.	4
Television Mechanics	Qld	4
Tradesman Radio	S.A.	4
Typewriter Mechanics	Qld. Tas.	4

BUILDING

Bricklaying +	N.S.W., Vic. Qld. W.A., S.A., Tas., A.C.T., N.T.	4, 3 (Vic., N.T.)
Bricklaying and Tuckpointing	N.S.W.	4
Bridge and Wharf Carpentry	A.C.T.	4
Carpentry +	N.S.W., Vic., Qld. Tas.	4
Carpentry (Formwork)(Portion of Trade)	Qld	3

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+ Six months' reduction in indenture term available in Victoria for graduates of approved pre-apprenticeship courses.

Carpentry and Joinery	N.S.W., Vic.*, Qld, W.A., Tas., A.C.T., N.T.	4
Carpentry and/or Joinery	S.A.	4
Ceiling Fixing 1st Class	N.S.W.	4
Ceramic Wall and Floor Tiling	Tas.	4
Civil Engineering Construction Carpentry	N.S.W.	4
Draining	N.S.W.	4
Fibrous Plastering	Vic.	4
Fibrous Plastering and Gypsum Plasterboard Fixing	N.S.W.	3
Floor Specialising	Qld	3
Floor and Wall Tiling	N.T.	3
Gas Fitting	N.S.W., Tas.	4
Hard Floor Covering	N.S.W.	3
Joinery*	N.S.W., Vic., Qld, Tas., A.C.T.	4
Lead Burning	W.A., Tas.	4
Metal Roofing and Roof Plumbing	N.S.W.	4
Modelling (Fibrous Plaster)	W.A.	4
Painting	N.S.W.	4
Painting and Decorating	N.S.W., Vic., Qld, W.A., Tas., A.C.T., N.T.	4, 3 (N.T.)
Painting and Decorating and Signwriting	N.S.W.	4
Painting and Decorating and/or Signwriting	S.A.	4
Painting and Signwriting	N.S.W.	4
Paper Hanging	Tas.	4
Plastering	N.S.W., Vic., W.A., A.C.T., N.T.	4, 3, (N.T.)
Plastering (Fibrous and/or Solid)	S.A.	4
Plastering (Fibrous)	Qld	4
Plastering (Solid and Dry Wall)	Tas.	4
Plastering (Solid)	Qld	4
Plastering (Wall and Ceiling Fixing) (Portion of Trade)	Qld	1 1/2
Plumbing	N.S.W., A.C.T.	4
Plumbing (HVAC) +	Tas.	4
Plumbing (Transport only)	Qld	4
Plumbing and Draining	Qld, N.T.	4
Plumbing and Gasfitting + +	Vic., W.A.	4
Plumbing and/or Gasfitting	N.S.W., S.A.	4
Plumbing, Draining and Gasfitting	N.T.	4
Plumbing (Sanitary and Water)	Tas.	4
Roof Plumbing	S.A.	4
Roof Slating and Tiling	N.S.W., Vic.	3 (NSW), 2½ (Vic)
Roof Tiling	N.S.W., S.A.	3 (NSW), 2½ (S.A)
Shop Fitting	N.S.W.	4
Shop Fitting and/or Joinery	N.S.W.	4
Signwriting	N.S.W., Vic., Qld, W.A., Tas., N.T.	4
Signwriting (Silk Screen Process)	Qld	4
Signwriting and Gilding	A.C.T.	4
Slating	N.S.W.	3
Sprinkler Fitting	N.S.W., Tas., A.C.T.	4
Sprinkler Fitting — First Class	Vic	4
Terazzo Floor Laying	Qld	4
Tile Laying	Vic., W.A., A.C.T.	4
Tile Laying (Wall and Floor)	N.S.W.	4
Tiling (Roof)	Qld, Tas.	3
Tiling (Wall and Floor)	Qld, S.A.	4

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+ Heating, Ventilation and Air Conditioning

+ + Mandatory 3 year term applicable in Western Australia if pre-employment course successfully completed

Tuckpointing	N.S.W.	4
Wall and Ceiling Fixing	W.A.	4
Window Frame Fitting	N.S.W.	4

PRINTING

Binding and Finishing	N.S.W., Vic., Qld, W.A., S.A., Tas., A.C.T., N.T.	4
Composing	Qld	4
Composition	N.S.W., Vic., W.A., S.A., Tas., A.C.T., N.T.	4
Composing Machine Mechanics*	Vic.	4
Composing Machine Mechanism +	N.S.W., Qld, A.C.T	4
Electrotyping	N.S.W., Vic., W.A.	4
Flexible Packaging Printing* (Flexographic and/or Gravure)	N.S.W., Vic.	4
Graphic Reproduction	N.S.W., Vic., Qld, W.A., S.A., Tas., A.C.T., N.T.	4
Gravure Printing*	N.S.W., Vic.	4
Hand and Machine Composition	N.S.W.	4
Printing Machining	N.S.W.,Vic., Qld, W.A., S.A., A.C.T., N.T.	4
Printing and Machining	Tas.	4
Rotary Web-fed Lithographic and Letterpress Printing (newspaper only)	Qld	4
Screen Printing and Stencil Preparation	W.A., N.T.	4
Screen Printing Stencil Preparation	N.S.W., Vic., Qld, S.A., Tas., A.C.T.	4
Stereotyping	N.S.W., Vic., W.A.	4
Stereotyping and Electrotyping	Vic., W.A.	4
Stereotyping and/or Electrotyping	N.S.W., Qld, S.A.	4

VEHICLE

Body Building	N.S.W.	4
Bodymaker (First Class)	Vic.	4
Body Making	N.S.W., Tas.	4
Body Making 1st Class	N.S.W.	4
Body Making 1st Class and/or Wheelmaker and Wheelwright	N.S.W.	4
Bodymaking 1st Class and/or Wheelmaking and Wheelwrighting	S.A.	4
Body Making and/or 1st Class Welding (Vehicle Building)	W.A.	4
Brake Mechanics	S.A.	4
Car Building	Qld	4
Car, Carriage and Wagon Building	N.S.W.	4
Carriage Building	Qld	4
Carriage Painting	Qld, S.A.	4
Carriage Trimming	Qld	4
Carriage and Wagon Building	S.A.	4
Coach and Motor Body Building	Qld	4
Coach and Motor Painting	Qld	4
Coach and Motor Smithing	Qld	4
Coach and Motor Trimming	Qld	4
Coach and Spray Painting	N.S.W.	4
Coach Painting	N.S.W.	4
Coachsmithing	N.S.W.	4
Marine Mechanic	W.A.	4

* Proclaimed 'Country' trades in Victoria only.
+ Newspapers and Government Printing Office only in Queensland

Mechanics (Light Marine Engines)	Qld	4
Mechanics (Motor Cycle and similar machines)	Qld	4
Mechanics (Small Engines andAncillary Equipment)	Qld	4
Motor Cycle Mechanics	W.A., S.A., A.C.T.	4
Motor Cycle and Small Engine Mechanics	Tas.	4
Motor Mechanic and/or Motor Cycle Mechanic	N.S.W.	4
Motor Mechanics	N.S.W., Vic., Qld, W.A., S.A., Tas., A.C.T., N.T	4
Motor Mechanics (Diesel)	S.A.	4
Motor Mechanics (Fuel Injection)	Qld	4
Motor Mechanics (Small Engines)	N.T.	4
Motor Painting	S.A.	4
Motor Trimming	A.C.T., N.T.	3
Motor Vehicle Body Trimming	N.S.W.	4
Painter Tradesman	N.S.W., Vic.	4
Painting (Vehicle Building)	W.A.	4
Panel Beating	N.S.W., Qld, W.A., S.A., Tas., A.C.T., N.T.	4
Spraypainting	N.T.	4
Spring Fitting	N.S.W.	4
Springmaking (Transport only)	Qld	4
Springmaking and Spring Fitting	N.S.W., S.A.	4
Springsmithing	Tas.	4
Tradesman Painter	Vic.	4
Tradesman Panel Worker and Panel Beater	Vic.	4
Trimmer Tradesman	Vic.	4
Trimming	N.S.W., W.A., Tas.	4
Trimming (Vehicle)	S.A.	4
Vehicle Painting	Tas., A.C.T.	4
Wagon Building	Qld	4
Wagon Building and Repairing	N.S.W.	4
Wheelmaking	N.S.W.	4
Wheelmaking and Wheelwrighting	N.S.W.	4
Wheelwright Smithing	N.S.W.	4
Wheelwrighting	N.S.W.	4

FOOD

Bacon Curer	N.S.W.	4
Baking	W.A., Tas., A.C.T., N.T.	4, 3 (A.C.T., N.T.)
Bread Baking	Qld	4
Bread Making and Baking	Vic.	3½
Bread Manufacturing	N.S.W.	4
Breadmaking	S.A.	4
Butchering (Slaughterman)	N.T.	4
Butchering	N.S.W, Vic., Qld, Tas., A.C.T	4
Butchering (Shopman)	N.T.	4
Butchering and/or Slaughtering	S.A.	4
Butchering and/or Smallgoods Making	Vic., S.A.	4
Buttermaking	N.S.W.	4
Cheesemaking	N.S.W.	4
Confectionery	N.S.W., Qld, A.C.T.	4
Confectionery Making	S.A.	4
Cooking*	N.S.W., Vic., Qld, W.A., S.A., Tas., A.C.T., N.T.	4
Dairy Produce and By-products Manufacture	N.S.W.	4
General Butchering	W.A.	4
Pastrycooking	N.S.W., Vic., Qld, W.A., S.A., Tas., A.C.T., N.T.	4

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Slaughtering	Qld, W.A., Tas.	4
Slaughterman	N.S.W.	4
Smallgoods Making	N.S.W., Vic., Qld, W.A., Tas.	4
Smallgoods Manufacturing	N.S.W., N.T.	4
Treatment of Milk	N.S.W.	4

AMENITY HORTICULTURE

Bowling Greenkeeping	N.S.W.	4
Flower Growing	Vic.(v)	4
Flower and Vegetable Seedling Propagation	N.S.W.	4
Gardening	N.S.W., Vic.	4
Gardening/Greenkeeping	S.A.	4
Gardens and Parks	Tas.	4
Golf Greenkeeping	N.S.W.	4
Greenkeeping	N.S.W., Qld(v), Tas. A.C.T., N.T.	4
Horticulture	A.C.T., N.T.	4
Horticulture (Gardening)	W.A.	4
Horticulture (Landscape Gardening)	W.A.	4
Horticulture (Nursery)	W.A.	4
Horticulture (Turf Management)	W.A.	4
Horticulture and Gardening	N.S.W.	4
Landscape Gardening	N.S.W., Vic.	4
Nurseryman	Vic., Tas.	4
Ornamental Tree, Shrub and Perennial Cultivation	N.S.W.	4
Rose and/or Fruit Tree Cultivation	N.S.W.	4
Turf Management	Vic.	4

MISCELLANEOUS

Apparel Cutting	Vic.	4
Assaying	Tas.	4
Automotive Parts Interpreter (Specialist)	N.S.W.	4
Automotive Parts Interpreting	Vic.(v)	3
Automotive Parts Interpreting (Specialist)	S.A.	4
Bag Making (including Clicking)	Qld	4
Basket Shoe Making	N.S.W.	4
Beauty Culture	N.S.W.	4
Bedding and Mattress Making	Vic.	4
Belt Making and Leather Working	Qld	4
Beltmaking	Qld	4
Bespoke Making	N.S.W.	4
Bespoke Bootmaking	Qld	4
Bespoke and Surgical Bootmaking	W.A.	4
Bevel Cutting	N.S.W.	4
Bevelling and/or Brilliant Cutting	N.S.W.	4
Bicycle Mechanics	S.A.	4
Blind Cutting, Measuring and Fixing	N.S.W.	4
Boat Building	Vic.	4
Boat Building	N.S.W., Vic., Qld, W.A., S.A.	4
Boot Repairing	A.C.T.	4
Boot and Shoe Making	Tas.	4
Boot and Shoe Repairing	N.S.W., Qld, Tas.	4
Brass or Woodwind Instrument Work	N.S.W.	4
Breeding, Raising and Management of Pigs	N.S.W. (v)	4
Breeding, Rearing or Handling of Poultry	N.S.W. (v)	4
Bridle Making	N.S.W.	4
Buggy Saddle Making	Qld	4
Cabinetmaking	Qld, N.T.	4

Cabinet Making	N.S.W., Vic., W.A., S.A., Tas., A.C.T.	4
Cane Furniture Making	S.A.	4
Canvas Goods Making	Qld	4
Canvas Goods Working	Tas.	4
Canvas Working	Qld	4
Carpet and Lino Laying	A.C.T.	4
Carpet Cutting, Planning and Laying (including Linoleum)	N.S.W.	4
Casket Making	N.S.W.	4
Cement Process Making	N.S.W.	4
Chair and Couch Making	Vic.	4
Chair and/or Frame Making	N.S.W., S.A.	4
Chair Making	W.A.	4
Clicking	Qld	4
Clicking and Stuffcutting	Vic.	3
Clicking (Boot Trade)	N.S.W.	4
Clicking (Footwear Trade)	S.A.	3
Collar Making	N.S.W., Qld	4
Combined Hairdressing	W.A.	4
Coopering	Qld	4
Coopering and Vatmaking	S.A.	4
Cutting Marking in and/or Cutting out (Clothing)	S.A.	4
Cutting or Clicking (Leather)	N.S.W.	4
Cycle Mechanics	Qld, Tas.	4
Dairying	N.S.W. (v)	4
Dental Mechanics	N.T.	4
Dental Prosthetics	S.A.	4
Dental Technician	N.S.W, Vic., Qld, W.A., Tas., A.C.T.	4
Die Sinking and Tool Making*	Qld	4
Draughting (Aeronautical)	N.S.W.	4
Draughting (Arhitectural)	N.S.W.	4
Draughting (Cartographical)	N.S.W.	4
Draughting (Chemical)	N.S.W.	4
Draughting (Civil and Survey)	N.S.W.	4
Draughting (Electrical)	N.S.W.	4
Draughting (Mechanical)	N.S.W.	4
Draughting (Shipbuilding)	N.S.W.	4
Draughting (Structural)	N.S.W.	4
Dressmaking	S.A., Tas.	4
Dry Cleaning	Vic., Tas.	4
Dyeing	Tas.	4
Dyeing (Textile)	S.A.	4
Engraver*	N.S.W.	4
Fancy Leather Working and Sporting Good Making	Qld	4
Farming	Vic.(v), W.A., S.A., Tas.	4, 3 (WA)
Farming (Vegetable Growing)	Vic.(v)	4
Finishing	Qld	4
Finishing (Boot Trade)	N.S.W.	4
Finishing (Footwear Trade)	S.A.	3
Flat Glass Working	Vic.	4
Floor Covering	W.A.	3
Floor Finishing and Covering	Vic., S.A., Tas.	4
Floor Laying	N.S.W.	3
Floristy	Vic.(v)	3
Fly Veils and Strapping Making	N.S.W.	4
Footwear Design and Patterncutting	Vic.	3
Footwear Making	S.A.	3
Footwear Making and Finishing	Vic.	3

* Jewellery Trade

Footwear Manufacturing	W.A.	3
Footwear Repairing	W.A., S.A.	4 (WA), 3 (SA)
Footwear Upper Closing	Vic.	3
French Polishing	N.S.W., Qld, Tas.	4
French Polishing (Including all wood finishing)	W.A.	4
Fruit Growing	Vic.(v)	4
Fur Hat Manufacturing	N.S.W.	4
Furniture Machining	S.A.	4
Furniture Polishing	S.A.	4
Glass Bending	N.S.W.	4
Glass Bevelling	Qld, W.A., S.A.	4
Glass Cutting	N.S.W.	4
Glass Cutting and Glazing	N.S.W.	4
Glass Cutting and Silvering	Qld.	4
Glass Designing and/or Sandblasting	W.A.	4
Glass Embossing	S.A.	4
Glass Embossing and/or Sandblasting	N.S.W.	4
Glass Re-inforced Plastics	Tas.	3
Glass Silvering	W.A.	4
Glazing	Qld, W.A., S.A., Tas., A.C.T., N.T.	4
Glove Making	N.S.W.	4
Hairdressing	Vic., Tas., N.T.	4
Hairdressing and Beauty Culture	N.S.W.	4
Hairdressing (Gentlemens)	Qld, A.C.T.	4
Hairdressing (Ladies)	Qld, A.C.T.	4
Hairdressing (Mens and/or Ladies)	S.A.	4
Hairdressing and Wig Making	N.S.W.	4
Harness Making (incl. Strapping)	Qld	4
Harness and Harness Saddle Making	N.S.W.	4
Heavy Work Making	N.S.W.	4
Hollow-ware Polishing	Vic.	4
Iron and Steel Shipbuilding	N.S.W.	4
Jewellery	Qld, W.A., A.C.T., N.T.	4, 5 (W.A.)
Jewellery Making	S.A.	4
Jewellery Making and Repairing	Vic.	4
Jewellery (Manufacturer and/or Repairer)	N.S.W.	4
Joinery Machinery	Qld	4
Ladies Hairdressing*	N.S.W., W.A.	4
Ladies Handbag, Wallet and Purse Making	N.S.W.	4
Leadlight Glazing	W.A.	4
Leadlight Working	Qld	4
Leadlight or Metal Section	N.S.W.	4
Leather Bag and Case Making	N.S.W.	4
Leather Coat, Hat or Cap Making	N.S.W.	4
Leather Goods Making	S.A.	4
Leathergoods Maker	N.S.W.	4
Leatherworking	Qld	4
Loose Cover Cutting and Furnishing Drapery	N.S.W.	4
Machine Belt Making	N.S.W. Qld	4
Machine Sewn Making	N.S.W.	4
Machinist (Furniture)	N.S.W.	4
Making	Qld	3
Male Hairdressing	W.A.	4
Mattress (Wire) Making	Qld	4
Mattress Making (Bedding)	N.S.W.	4
Mattress Making (other than wire)	Qld	4
Mechanical Optician	N.S.W.	4
Mechanical Optican (Fitting and Lens Grinding)	N.S.W.	4

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* Mandatory 3 year term applicable in Western Australia if pre-employment course successfully completed.

Men's Hairdressing	N.S.W.	4
Metal Furniture Making	W.A.	4
Modelling	Qld	4
Monumental Masonry	Tas.	4
Musical Instrument Making	Qld	4
Musical Instrument Polishing	Qld	4
Musical Instrument Repairing Class B	Qld	4
Musical Instrument Tuning and Assembling	Qld	4
Musical Instrument Tuning and Repairing Class A	Qld	4
Musical Instrument Work	N.S.W.	4
Musical Instrument and Brass or Woodwind Instrument Work	N.S.W.	4
Musical Instrument and Talking Machine and Brass or Woodwind Instrument Work	N.S.W.	4
Musical Instrument and Talking Machine Work	N.S.W.	4
Optical Fitting and Surfacing	Vic.	4
Optical Instrument Making and Repairing	Qld	4
Optical Mechanics	Qld, S.A., W.A., Tas., A.C.T., N.T.	4
Organ Building	S.A.	4
Organ Building and Repairing, inclusive of Tuning	N.S.W.	4
Pattern Cutting (Boot Trade)	N.S.W.	4
Pattern Cutting (Footwear Trade)	S.A.	4
Piano Making	N.S.W.	4
Piano Repairing inclusive of Tuning	N.S.W.	4
Piano Tuning and/or Repairing	Tas.	4
Picture Frame Making	Qld	4
Pithcane and Seagrass Work	N.S.W.	4
Plant Operating	N.S.W.	4
Player Piano Repairing, inclusive of Tuning	N.S.W.	4
Polishing (Furniture)	N.S.W., Vic.	4
Polishing (Stonemason)	N.S.W.	4
Polishing and Lacquering	N.S.W.	4
Pottery	Qld	4
Pump Making (Boot Trade)	N.S.W.	4
Real Estate Operative	N.S.W.	3
Riding Saddle Making	N.S.W., Qld	4
Saddle Tree Making	N.S.W.	4
Saddle and/or Harness Making	S.A.	4
Sail, Tent and Canvas Goods Making	N.S.W.	4
Sailmaking	N.S.W.	4
Sawyer	N.S.W.	4
Setter (Gem)*	N.S.W.	4
Sheetmetal Painting	W.A.	4
Ships' Carpentry and Joinery	N.S.W., W.A., S.A.	4
Shipwrighting	N.S.W., Vic., Qld, W.A., S.A., Tas.	4
Shipwrighting and Boat Building	Vic.	4
Shipwrighting and/or Boatbuilding	N.S.W.	4
Silvering (Glass Trade)	N.S.W.	4
Silverplate Tradesman	N.S.W.	4
Silversmithing	Vic., S.A.	4
Sliplasting	N.S.W.	4
Slipper Making	S.A.	3
Slipper Manufacture	N.S.W.	4
Soft Furnishing Making	W.A.	4
Sowing, Raising and Harvesting of Sugar Cane	N.S.W. (v)	4
Spinning — 1st Class*	Vic.	4
Sporting Goods Making	N.S.W.	4

* *Jewellery Trade*

Steel Engraving (Electronics Only)	Qld	4
Stone Masonry	N.S.W., Vic., Qld, W.A. Tas., A.C.T., N.T.	4
Stone Masonry and/or Carving and/or Letter Cutting	S.A.	4
Storeman	N.S.W.	4
Stuffcutting	Qld	4
Stuffcutting (Boot Trade)	N.S.W.	4
Stuffcutting (Footwear Trade)	S.A.	3
Tailoring	Qld, W.A., S.A., Tas.	4
Talking Machine and Brass or Woodwind Instrument Work	N.S.W.	4
Talking Machine Work	N.S.W.	4
Tent and Canvas Goods Making	N.S.W.	4
Timber Machining	W.A.	4
Trunk Making	N.S.W.	4
Trunk and Case Making	Qld	4
Trunk, Leather Bag and Case Making	N.S.W.	4
Upholstering +	N.S.W., Vic., Qld, W.A., S.A. Tas., A.C.T., N.T.	4, 3 (NT)
Veldschoen Making	N.S.W.	4
Waiting	N.S.W., Vic., Tas.	2½, 2 (NSW)
Water and Sewerage Treatment Works Operator	N.S.W.	4
Welt Making	N.S.W.	4
Whip and Whipthong Making	N.S.W.	4
Wicker Working	Qld, W.A.	4
Wigmaking	N.S.W., S.A.	4
Wood Carving	N.S.W., Vic., Qld, W.A.	4
Wood machining	N.T.	4
Wood Machining	N.S.W., Vic., Qld, W.A., S.A., Tas.	4
Wood Machining (Sawmilling)- (Timber)	Qld	3
Wood Machining 1st Class	N.S.W.	4
Wood Turning	N.S.W., Qld, W.A., S.A.	4
Wood Turning and Woodwork Machining 1st Class	N.S.W.	4
Woodworking 1st Class	N.S.W.	4
Woodworking 1st Class (Aviation only)	Qld	4
Woodworking and Machining	A.C.T.	4
Wool Combing	Qld	4
Wool Hat Manufacturing	N.S.W.	4

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* Jewellery trade

+ Mandatory 3 year term applicable in Western Australia if pre-employment course successfully completed

APPENDIX 3

Traineeship Industries/Occupations

156 traineeships have been grouped into 28 industries/occupations as follows:

ADVERTISING
— NSW Advertising Industry
— Advertising Industry Traineeship (SA)

AUTOMOTIVE
— Automotive Dismantler (NSW)
— Automotive Exhaust Repairs (NSW)
— Automotive Radiator Repair (NSW)
— Replacement Parts (NT)
— Auto Exhaust Repairer (Qld)
— Auto Radiator Repairs and Service (Qld)
— Auto Replacement Parts (Qld)
— Auto Tyre Services (Qld)
— Car Radio Installer (WA)
— Radiator Repairer (WA)

BUILDING AND CONSTRUCTION
— Construction Site General Hand (NT)
— B&C Civil Const — General Skills (Qld)
— B&C Concrete Worker (Qld)
— Local Govt — Field Const & Maintenance (Qld)
— Local Govt Maintenance & Construction (Tas)
— Local Gov Municipal Maintenance (Vic)
— Plant Operator (Road Construction) (WA)

CHILD CARE
— Local Govt Child Care (NSW)

ELECTRICAL MANUFACTURING/ METAL FABRICATION
— Electrical Manufacturing (NSW)
— Electrical Harness Assembly (Vic)
— Aluminium Fabrication (WA)
— Industrial Blaster/Coater (WA)

FINANCE/BANKING
— Banking (NSW)
— Banking (Qld)
— Banking Industry (SA)
— Credit Unions (SA)
— State Bank (SA)
— Ansett-Finance Traineeship (Vic)
— Banking (Commonwealth) (Vic)
— State Bank (Vic)
— Bank Officer (WA)
— Building Society Industry (WA)
— Credit Unions (WA)

FIRE EQUIPMENT SERVICING
— Fire Equipment Services (Vic)

TRANSPORT AND STORAGE/ WAREHOUSING
— Warehousing (NSW)
— Furniture Removals and Storage (NT)
— Transport — Freight Operations (NT)
— Freight Operations (Qld)
— Furniture Removal and Storage (Qld)
— Local Govt — Warehousing (Qld)
— Warehousing (Qld)
— Furniture Removals and Storage (SA)
— Furniture Removalist (Tas)
— Furniture Removalist (Vic)
— Furniture Removals and Storage (WA)

GENERAL SERVICES (SPS)
— General Services (Vic Public Service)

HORSE MANAGEMENT
— Horse Industry (NSW)
— Horse Management (WA)

HORTICULTURE/GARDENING
— Gardening Assistant (ACT)
— Gardeners Assistant (NSW)
— Nursery Person (Qld)
— Intensive Horticulture — Veg Production (WA)

HOSPITAL ASSISTANT
— Hospital Assistant (NSW)
— Hospital Assistants (WA)

HOSPITALITY
— Hospitality Industry Traineeship Waiting (ACT)
— Food Services Assistant (NSW)
— SRA Hospitality (NSW)
— Beaufort Tourism and Hospitality (NT)
— Hospitality (Qld)
— Food and Beverage Service (Tas)
— Hospitality Traineeship (Vic)
— Hospitality Waiter/Waitress (WA)

INFORMATION TECHNOLOGY
— Computer Programming (NSW)
— DOCIT — DP Assistants (WA)
— DOCIT — IT Applications (WA)
— DOCIT — IT Clerical (WA)
— DOCIT — IT Operations (WA)

INSURANCE
— Insurance Traineeship (NSW)
— Insurance (Qld)
— Insurance Traineeships (SA)
— Insurance (Vic)
— Insurance Officer (WA)

INTEGRATION AID (VIC DEPARTMENT OF EDUCATION)

— Conversion Integration Aids

OFFICE/CLERICAL (PRIVATE SECTOR)

— Office Procedures (ACT)
— Clerk (Legal Office) (NSW)
— NSW Private Sector Clerical
— Private Sector Office Clerical (NT)
— General Office (Qld)
— Legal Office (Qld)
— General Office Traineeship (SA)
— Private Hospitals Office (SA)
— Office Skills (Tas)
— Office (Vic)
— Office — Brotherhood of St Lawrence (Vic)
— Office — Legal Assistant (Vic)
— Office — Medical Receptionist (Vic)
— Sports Administration (Vic)
— Accounts Clerical (WA)
— Medical Receptionist/Secretary (WA)
— Office Clerical (WA)

OFFICE CLERICAL (PUBLIC SECTOR)

— Office Traineeships in the APS (ACT)
— APS Office Traineeship (NSW)
— Clerk Local Government (NSW)
— Hospital Office Assistant (NSW)
— NSW Public Sector Office Assistant
— SRA Clerical (NSW)
— UTA Clerical (NSW)
— Australian Public Service (NT)
— NTPS Office Clerical (NT)
— Australian Public Service (Qld)
— Local Govt Office (Qld)
— Queensland Public Service — Keyboard
— APS Office Traineeship (SA)
— Local Govt Office Traineeship (SA)
— State Public Sector Office Clerical (SA)
— Australian Public Service (Tas)
— Local Government Office Skills (Tas)
— APS Office Traineeship Training Plan (Vic)
— Conversion Audio Visual Assistant (Vic)
— Conversion Clerical/Keyboard (Vic)
— Energy Traineeship (Vic)
— General Office (Vic Public Service)
— Local Government-Clerical Admin (Vic)
— APS Office Clerical (WA)
— Conservation & Land Management-Office (WA)
— Library Clerical Assistant (WA)
— State Public Service Clerical (WA)

PRINTING

— Small Offset Printing (NSW)

RETAIL

— Retail Operations (Sales) (ACT)
— NSW Timber Industry Merchandising
— Retail Operations (Sales) (NSW)
— General Retailing (Qld)
— Retail Ops (Sales) (Qld)
— Retail Operations (Sales) (SA)
— Retail Industry Model-Operations (Vic)
— Retail Operations/Sales (WA)

RURAL

— Pastoral Industry (WA)
— Rural (Cattle) (Qld)

SURVEY TECHNICAL ASSISTANT

— Survey Technical Assistant (WA)

TELECOMMUNICATIONS INSTALLER

— Telecommunications Installer (ACT)
— Telecommunications Installer (NSW)
— Telecom Installer (Qld)
— Telecommunications Installer-Technical (SA)
— Telecommunications Installer (Tas)
— Telecommunications Installer (Vic)
— Telecom Installer (WA)

LABORATORY ASSISTANT

— NSW Public Sector Lab Assistant
— Cytotechnicians (WA)

LAND MANAGEMENT-FIELD/TECH ASSIST

— Conversion Technical Assistants (QLD)
— Technical Assistants SPS (Vic)
— Conservation & Land Management-Field (WA)

TEXTILES, CLOTHING AND FOOTWEAR

— Footwear Machinist (NSW)
— Garment cutting (NSW)
— Machining/Finishing (NSW)
— Weaving (NSW)
— Textile, Clothing and Footwear (Qld)
— TCF (Clothing) (SA)
— TCF (Footwear) (SA)
— Textile, Clothing and Footwear (Vic)
— Textiles, Clothing and Footwear (WA)

TRADES ASSISTANT

— Water Industry - Operations (Vic)

TRAVEL

— Travel Industry Traineeship (NSW)
— Travel Traineeship (Vic)
— Travel Industry (WA)

APPENDIX 4

Federal Awards — Trades and Incidence

4.1 APPRENTICESHIP TITLES AND INCIDENCE

INTRODUCTION

In addition to occupations declared as apprenticeship trades by State and Territory legislation (listed in Appendix 2), other occupations in which employers are prohibited from employing juniors except under indentures of apprenticeship may be specifically prescribed in Federal awards and agreements made under the Australian Conciliation and Arbitration Act 1904.

It should be noted that awards are often varied or superseded and new awards are made from time to time. The following lists relate to awards current at 31 December 1987. Later and more specific information may be obtained from offices of the Deputy Industrial Registrar of the Australian Conciliation and Arbitration Commission.

The occupations listed in both parts of this Appendix include:

- those occupations which are specifically prescribed as apprenticeable occupations in the apprenticeship provisions of a Federal award or agreement;
- certain occupations which are not specifically prescribed as apprenticeable occupations in a Federal award or agreement containing apprenticeship provisions but which are referred to in a Federal award or agreement. Some judgment has necessarily been involved in selecting these occupations; the criteria being whether the occupations are generally regarded as trades and whether entry to them is usually by way of apprenticeship.

PART A: FEDERAL AWARDS AND AGREEMENTS WITH APPRENTICESHIP CLAUSES

The following is an alphabetical listing of Federal awards and agreements which contain apprenticeship clauses. The list indicates the award reference number, clause number and the incidence of the award. It also lists those trades covered in each award. It should be noted that some awards do not refer to any specific trades.

1. ABORIGINAL HOSTELS AWARD 1983 (Award No. A175, Clause 12) — NSW, VIC, QLD, WA, SA, TAS
2. ABORIGINAL HOSTELS (NT) AWARD 1982 (Award No. A209, Clause 11) — NT
3. ACT ELECTRICITY AUTHORITY (WAGES DIVISION) AWARD 1986 (Award No. A306, Clause 9) — ACT
   Electrical Fitter
   Electrical Mechanic
4. AEROSPACE INDUSTRY AWARD 1986 (Award No. A309, Clause 7) — NSW, VIC
   Aircraft Electrician
   Aircraft Mechanist, 1st class
   Carpenter and Joiner
   Welder (Aircraft) 1st class
5. A. GONINAN & CO. LIMITED INDUSTRY AGREEMENT 1984 (Award No. A222, Clause 6) — NSW
6. A GONINAN & CO. LIMITED (SUPERANNUATION) AGREEMENT 1987 (Award No. A401, Clause No. 4) — NSW
7. AGRICULTURAL IMPLEMENT MAKING AWARD 1980 (Award No. A11, Clauses 8,14) — VIC, SA
   Carpenter
   Electrical Fitting
   Engineering Blacksmith
   Engineering Fitting and Turning
   Engineering Machining, 1st and 2nd class
   Jobbing, Moulding and/or Coremaking
   Motor Mechanic
   Patternmaking
   Plumber
   Sheetmetal Worker, 1st class
   Welding, 1st class
8. AGRICULTURAL IMPLEMENT MAKING (INTERNATIONAL HARVESTER AUSTRALIA LTD) AWARD 1982 (Award No. A241, Clauses 13,14) — VIC
   Boilermaker and/or Structural Steel Foreman and/or Welder, 1st class
   Electrical Fitter
   Electrical Mechanic
   Fitter and/or Turner
   Machinist, 1st class
   Motor Mechanic
   Patternmaker
   Sheetmetal Worker, 1st class
   Smithing — Blacksmith
   Welder, special class
9. AIRCRAFT ENGINEERS (GENERAL AVIATION) AWARD 1982 (Award No. A113, Clause 8) — All Commonwealth
   Aircraft Maintenance Engineer (all trades)
   Aircraft Sheetmetal Working

10. AIRCRAFT INDUSTRY (COMMONWEALTH AIRCRAFT CORP. LTD) AWARD 1982 (Award No. A14, Clause 7) — All Commonwealth
    Aircraft Electrician
    Aircraft Fitting
    Aircraft Instrument Maker and/or Repairer
    Aircraft Turning
    Carpentry and Joinery
    Cook
    Electrical Fitting
    Electrical Mechanic
    Electroplating, 1st class
    Fitting and Turning
    Ground Engineer
    Ground Engineer or Aircraft Mechanics (Airframe)
    Ground Engineer or Aircraft Mechanics (Electrical)
    Ground Engineer or Aircraft Mechanics (Engine)
    Ground Engineer or Aircraft Mechanics (Radio Systems)
    Heat Treater (Tradesman)
    Metal Working, 1st class
    Motor Mechanic
    Painter Tradesman
    Patternmaking
    Plumbing and Gasfitting
    Refrigeration Mechanic or Serviceman
    Tradesman Radio
    Trimmer Tradesman
    Woodworking, 1st class
11. AIRCRAFT INDUSTRY (DOMESTIC AIRLINES) AWARD 1980 (Award No. A16, Clause 29) — All Commonwealth
    Aircraft Electrician
    Cook
    Electrical Fitting
    Electrical Mechanic
    Electroplater, 1st class
    Fitting and Turning
    Ground Engineer
    Ground Engineer or Aircraft Mechanic (Airframe)
    Ground Engineer or Aircraft Mechanic (Electrical)
    Ground Engineer or Aircraft Mechanic (Engine)
    Ground Engineer or Aircraft Mechanic (Radio-Instruments)
    Jobbing Moulding and/or Jobbing Coremaking
    Motor Mechanic
    Painter (Tradesman)
    Refrigeration Mechanic or Serviceman
    Sheetmetal Working, 1st class
    Template Maker
    Toolsmith
    Tradesman Radio
    Trimmer
    Welding, 1st class
    Wood Machining
    Woodworking, 1st class
12. AIRCRAFT INDUSTRY (HAWKER DE HAVILLAND AUSTRALIA LTD) AWARD 1977 (Award No. A183, Clause 10) — NSW, WA
    Aircraft Electrician
    Electrical Fitter
    Electrical Mechanic
    Electroplater, 1st class
    Fitter and/or Turner
    Ground Engineer
    Ground Engineer (Airframe, Electrical, Engine, Instrument — Radio Systems)
    Instrument Maker
    Jobbing Moulder and/or Jobbing Coremaker
    Machinist, 1st and 2nd class
    Motor Mechanic
    Painter Tradesman
    Patternmaker
    Plastic Tradesman
    Radio Tradesman
    Refrigeration Mechanic or Serviceman
    Sheetmetal Worker, 1st class
    Toolsmith
    Trimmer
    Welder, 1st class
    Wood Machinist
    Woodworker, 1st class
13. AIRCRAFT INDUSTRY (MANUFACTURE, MAINTENANCE, OVERHAUL AND SERVICING) AWARD 1971 (Award No. A18, Clauses 10,10A,11) — All Commonwealth
    Aircraft Electrician
    Cook
    Electrical Fitting
    Electrical Mechanic
    Electroplater, 1st class
    Fitting/Turning
    Ground Engineer
    Ground Engineer or Aircraft Mechanic (Airframe)
    Ground Engineer or Aircraft Mechanic (Electrical)
    Ground Engineer or Aircraft Mechanic (Engine)
    Ground Engineer or Aircraft Mechanic (Instruments)
    Instrument Making
    Jobbing — Moulding and/or Jobbing Coremaking
    Motor Mechanic
    Painter Tradesman
    Patternmaking
    Refrigeration Mechanic
    Sheetmetal Working, 1st class
    Smithing
    Template Maker
    Trimmer
    Toolsmithing
    Tradesman Radio

Welding, 1st class
Wood Making, 1st class
Wood Machining

14. AIRCRAFT INDUSTRY (QANTAS AIRWAYS LTD) AWARD 1980 (Award No. A20, Clauses 7,8) — All Commonwealth
    Aircraft Electrician
    Aircraft Fitting
    Aircraft Machining, 1st and 2nd class
    Aircraft Turning
    Cook
    Electrical Fitting
    Electrical Mechanic
    Electroplater, 1st class
    Ground Engineer
    Ground Engineer or Aircraft Mechanic (Airframe)
    Ground Engineer or Aircraft Mechanic (Electrical)
    Ground Engineer or Aircraft Mechanic (Engine)
    Ground Engineer or Aircraft Mechanic (Instrument)
    Ground Engineer or Aircraft Mechanic (Radio)
    Motor Mechanic
    Painter Tradesman
    Radio Tradesman
    Refrigeration Mechanic or Serviceman
    Sheetmetal Worker, 1st class
    Trimmer
    Welding, 1st class
15. AIRPORT CATERING AWARD 1981 (Award No. A211, Clause 8) — All Commonwealth
    Cooking
16. AIR QUEENSLAND ENGINEERING PTY LTD AND AUSTRALIAN LICENSED AIRCRAFT ENGINEERS ASSOCIATION AGREEMENT 1981 (Award No. A261, Clause 9) — QLD
17. ALCAN AUSTRALIA LIMITED (EXCLUDING KURRI KURRI SMELTER) AWARD 1982 (Award No. A246, Clause 7) — NSW, VIC, QLD, WA, SA
    Boilermaker and/or Structural Steel Worker
    Electrical Fitter and/or Electrical Mechanic
    Fitter and/or Turner
    Instrument Maker and/or Repairer
    Machinist, 1st class
    Motor Mechanic
    Scientific Instrument Maker
    Sheetmetal Worker, 1st class
    Toolmaker
    Welder, 1st class
18. ALCAN AUSTRALIA LIMITED (KURRI KURRI SMELTER) AWARD 1982 (Award No. A247, Clause 7) — NSW
    Boilermaker and/or Structural Steel Worker
    Electrical Fitter and/or Electrical Mechanic
    Fitter and/or Turner
    Instrument Maker and/or Repairer
    Machinist, 1st class
    Motor Mechanic
    Scientific Instrument Maker
    Sheetmetal Worker, 1st class
    Toolmaker
    Welder, 1st class
19. ALCOA OF AUSTRALIA (VICTORIA) AWARD 1982 (Award No. A27, Clause 11) — VIC
    Automotive Electrician
    Boilermaker and/or Structural Steel Tradesman
    Carpenter and Joiner
    Electrical Fitter and/or Mechanic
    Fitter and/or Turner
    Instrument Maker and/or Repairer
    Machinist, 1st class
    Motor Mechanic
    Toolmaker
    Welder, 1st class
20. ALCOA OF AUSTRALIA (WA) AWARD 1982 (Award No. A28, Clause 10) — WA
    Automotive Electrical Fitting
    Boilermaking and/or Steel Construction and/or Welding, 1st class
    Carpentry and Joinery
    Electrical Fitting
    Electrical Installation
    Fitting and/or Turning and/or Machining, 1st class
    Machining, 1st class
    Motor Mechanics
    Scientific Instrument Making
    Welding, 1st class (Boilermaking)
    Welding, 1st class (Engineering)
21. ALUMINIUM INDUSTRY (ALCAN AUSTRALIA) AWARD 1978 (Award No. A29, Clause 7) — NSW, VIC, QLD, WA, SA
    Boilermaker and/or Structural Steel Worker
    Electrical Fitter and/or Electrical Mechanic
    Fitter and/or Turner
    Instrument Maker and/or Repairer
    Machinist, 1st class
    Motor Mechanic
    Scientific Instrument Maker and/or Repairer
    Sheetmetal Worker, 1st class
    Toolmaker
    Welder, 1st class
22. ALUMINIUM INDUSTRY (COMALCO ALUMINIUM LTD — WEIPA) AWARD 1982 (Award No. A255, Clause 11) — QLD
    Boilermaker and/or Structural Steel Worker
    Carpenter and/or Joiner
    Electrical Fitter and/or Electrical Mechanic
    Electric Mechanic (auto)
    Fitter and/or Turner
    Fitter (Diesel and Heavy Earthmoving Equipment)
    Motor Mechanic
    Panelbeater
    Plumber
    Refrigeration Mechanic or Serviceman
    Welder, 1st class

23. **ALUMINIUM INDUSTRY (COMALCO ALUMINIUM LIMITED) MAINTENANCE AND SERVICES AWARD 1981 (Award No. A30, Clause 9) — NSW, VIC, QLD, WA, SA**
Boilermaker and/or Structural Steel Worker
Electrical Fitter and/or Electrical Mechanic
Fitter and/or Turner
Instrument Maker and/or Repairer
Machinist, 1st class
Motor Mechanic
Scientific Instrument Maker and/or Repairer
Toolmaker
Welder, 1st class

24. **ALUMINIUM INDUSTRY (COMALCO BELL BAY COMPANIES) AWARD 1983 (Award No. A185, Clause 10) — TAS**
Blacksmithing
Boilermaking and/or Structural Steel Tradesman
  and/or Welding, 1st class
Bricklaying
Carpentry
Electrical Fitting
Fitting and Turning
Instrument Fitting
Machinist, 1st and 2nd class
Motor Mechanic
Painting (other than on production)
Plumbing

25. **ALUMINIUM INDUSTRY (NABALCO PTY LTD) AWARD 1981 (Award No. A33, Clause 10) — NT**
Airconditioning Mechanic
Boilermaking–Welding
Carpentry and Joining
Diesel Mechanics
Electrical Fitting
Electrical Fitting–Mechanics
Electrical Mechanics
Fitting and Turning
Instrument Making
Motor Mechanics
Painting and Decorating
Plumbing
Toolmaking

26. **ARGYLE CATERING AWARD 1985 (Award No. A329, Clause 23)–WA COOK**

27. **AUSTRALIAN MOTOR INDUSTRIES LTD VEHICLE BUILDING AWARD 1983 (Award No. A45, Clause 11) — All Commonwealth**
Bodymaker, 1st class and/or Wheelmaker and
  Wheelwright in wood and/or metal etc.
Boilermaker and/or Metal and/or Structural
Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Spraider
Metal Machinist, 1st class
Motor Mechanic
Moulder and/or Coremaker
Painter (i.e. Tradesperson who mixes, matches
  and applies paint)
Panelbeater
Panelworker
Patternmaker
Plumber
Saw Doctor
Smith (including Coachsmith, Spring Maker
  and Spring Fitter, Wheelwright Smith and
  General Smith)
Trimmer (Development)
Trimmer (Production)
Welder, 1st class
Wood Machinist

28. **ANU GARDENERS, GROUNDSMAN ETC (SPECIFIC CONDITIONS AND SALARIES) AWARD 1981 (Award No. A219, Clause 10) — ACT**

29. **AUSTRALIAN NEWSPRINT MILLS TASMANIA CONSENT AWARD 1987 (Award No. A301 Clause 6) — TAS**
Blacksmith
Boilermaker and/or Structural Steel Tradesman
Carpenter and/or Joiner
Electrical Fitter and/or Armature Winder
Electrical Fitting
Electrical Mechanic Machinist, 1st Class
Machinist, 2nd Class
Marker Off
Motor Mechanic
Plant Mechanic (Industrial)
Saw Doctor
Sheetmetal Worker
Welder, 1st Class
Welder, Special Class

30. **AUSTRALIAN POSTAL COMMISSION TECHNICAL AND ENGINEERING STAFF (SALARIES AND SPECIFIC CONDITIONS) AWARD 1982 (Award No. A127, Clauses 8.9) — All Commonwealth**
Apprentice Telecommunications Tradesman

31. **AUSTRALIAN POSTAL COMMISSION TRADES AND ASSOCIATED STAFF (SALARIES AND SPECIFIC CONDITIONS OF EMPLOYMENT) AWARD 1980 (Award No. A225, Clause 7) — All Commonwealth**
Electrical Fitter
Electrical Mechanic

32. **AUSTRALIAN TELECOMMUNICATIONS COMMISSION TELECOMMUNICATIONS TECHNICAL AND TRADES STAFF (SALARIES AND SPECIFIC CONDITIONS OF EMPLOYMENT) AWARD 1975 (Award No. A133, Clauses 8.9) — All Commonwealth**
Apprentice Technician (Telecommunications)

33. AUSTRALIAN TELECOMMUNICATIONS COMMISSION TRADES AND ASSOCIATED STAFF (SALARIES AND SPECIFIC CONDITIONS OF EMPLOYMENT) AWARD 1980 (Award No. A227, Clause 7) — All Commonwealth
Electrical Fitter
Electrical Mechanic

34. AUSTRALIAN WORKERS' UNION CONSTRUCTION AND MAINTENANCE EMPLOYEES (AUSTRALIAN GOVERNMENT EMPLOYMENT) AWARD 1986 (Award No. A320, Clause 44) — All Commonwealth (except NT)

35. AUSTRALIAN WORKERS' UNION CONSTRUCTION-ON-SITE AND CIVIL ENGINEERING (ACT) AWARD 1981 (Award No. A212, Clause 6) — ACT

36. AUSTRALIAN WORKERS' UNION MISCELLANEOUS WORKERS' (ACT) AWARD 1980 (Award No. A229, Clause 5) — ACT

37. AUTOMOTIVE SERVICES (NT) CONSOLIDATED AWARD 1980 (Award No. A188, Clause 12) — NT

38. BAKERS CONSOLIDATED (ACT) AWARD 1985 (Award No. B28, Clause 10) — ACT

39. BRASS, COPPER AND NON-FERROUS METALS INDUSTRY CONSOLIDATED AWARD 1975 (Award No. B8, Clause 11) — NSW, VIC, QLD, WA, SA
Boilermaker and/or Structural Steel Tradesman and/or Welder, 1st class
Bricklayer
Carpenter and/or Joiner
Electrical Fitter
Electrical Mechanic
Fitter and/or Turner
Machinist, 1st class
Motor Mechanic
Painter
Plumber
Scientific Instrument Maker
Smithing — Blacksmith

40. BUILDING AND CONSTRUCTION INDUSTRY (NT) (CONSOLIDATED) AWARD 1982 (Award No. B35, Clause 18) — NT

41. BUILDING TRADES (AUSTRALIAN GOVERNMENT WAGES STAFF) AWARD 1986 (Award No. B98, Clauses 13,42) — All Commonwealth (except NT)
Bricklayer
Bridge and Wharf Carpenter
Carpenter and/or Joiner
Painter
Plasterer
Signwriter
Plumber

42. BUILDING TRADESMEN'S (ACT) AWARD 1982 (Award No. B78, Clause 10) — ACT

43. BUTCHERS' SHOPS ETC (PRIVATE EMPLOYEES — ACT) DETERMINATION No. 10 of 1948 (Award No. B33, Clause 6) — ACT

44. CABLEMAKERS ACCESSORIES DIVISION MINTO AWARD 1983 (Award No. C158, Clause 12) — NSW

45. CARPENTERS AND JOINERS AWARD 1967 (Award No. C1, Clauses CC22,D37,E35) — VIC, SA, TAS

46. CENTRALIAN ADVOCATE AWARD 1977 (Award No. C106, Clauses 5,31,32) — NT
Book Binding and/or Guillotine Shelling Machine Operator
Composing Machine Mechanics
Hand Composition
Hand and Machine Compositing
Paper Ruling
Printing Machinery
Stereotyping

47. CIVIL ENGINEERING CONSTRUCTION-ON-SITE (ACT) AWARD 1973 (Award No. C67, Clause 6) — ACT

48. CLOTHING TRADES AWARD 1982 (Award No. C37, Clauses 8,9, Appx A) — All Commonwealth (except NT)
Cutter, Marking and/or Cutting out
Cutter, Laying up etc. (VIC, Melb only)
Tailor or Tailoress

49. COMMONWEALTH ACCOMMODATION AND CATERING SERVICES LTD (FOOD SERVICES AND CAFETERIA EMPLOYEES) AWARD 1981 (Award No. C100, Clause 38) — NSW, VIC, QLD, WA, SA, TAS
Cooking

50. COMMONWEALTH ACCOMMODATION AND CATERING SERVICES (MIGRANT CENTRES) AWARD 1981 (Award No. C48, Clause 11) — NSW, VIC, WA, QLD, SA, TAS
Cooking

51. COMMONWEALTH RAILWAYS (NT) AWARD 1953 (Award No. C74, Clause 5) — NT

52. COUNTRY PRINTING AWARD 1959 (Award No. C56, Clauses 12,31, 32) — NSW, VIC, SA, TAS, ACT
Binding and Finishing
Composition
Graphic Reproduction
Printing Machining
Screen Printing Stencil Preparation
Stereotyping and/or Electrotyping

53. DARWIN COMMUNITY COLLEGE (WAGES EMPLOYEES) AWARD 1983 (Award No. D34, Clause 13) — NT

54. DEFENCE AEROSPACE AND MUNITIONS ESTABLISHMENTS AWARD 1985 (Award No. D41, Clause 12) — All Commonwealth (except NT)
- Aircraft Electrician
- Aircraft Mechanic (Airframe)
- Aircraft Mechanic (Electrical)
- Aircraft Mechanic (Engine)
- Boilermaking
- Bricklayer
- Cabinet Making
- Carpentering
- Electrical Fitting
- Electrical Mechanic
- Electroplating, 1st class
- Fitting and Machining
- Fitting and Turning
- Heat Treatment
- Instrument Making
- Lithographic Printing
- Machinist, 1st class
- Motor Mechanic
- Painter Tradesman
- Painting (other than on production)
- Patternmaking
- Plumbing
- Radio Tradesman
- Refrigeration Mechanic or Serviceman
- Sewing Machine Mechanic
- Sheet Metal Work, 1st class
- Smithing
- Template Making
- Tool, Gauge and Jig Making
- Welding, 1st class
- Wood Mechanist (as usually apprenticed)

55. DEFENCE DOCKYARDS AND NAVAL SUPPORT ESTABISHMENTS AWARD 1985 (Award No. D40, Clause 9) — All Commonwealth (except ACT)
- Boilermaker and/or Structural Steel Tradesman
- Boilersmith
- Bricklayer
- Carpenter and Joiner
- Coppersmith
- Electrical Fitter and/or Armature Winder
- Electrical Mechanic
- Electroplater, 1st class
- Fitter
- Forger
- French Polisher
- Gardener
- Jobbing Moulder and/or Coremaker
- Machinist (general joiner)
- Machinist, 1st class
- Machinist, 2nd class
- Motor Mechanic
- Painter
- Patternmaker
- Plumber
- Radio Tradesman
- Refrigeration Mechanic or Serviceman
- Sailmaker
- Sawyer
- Scientific Instrument Maker
- Sheetmetal Worker, 1st class
- Shipbuilder
- Ship Joiner
- Ships Plumber
- Shipwright
- Signwriter
- Toolmaker
- Toolsmith
- Upholsterer
- Welder, special class

56. DRY CLEANING INDUSTRY AWARD 1966 (Award No. D8, Clause 10A) — All Commonwealth
- Drycleaning

57. ELECTRICAL CONTRACTING INDUSTRY AWARD 1980 (Award No. E2, Clause 21) — All Commonwealth
- Electrical Fitter
- Electrical Mechanic

58. ELECTRICAL CONTRACTING INDUSTRY AWARD SOUTH AUSTRALIA 1978 (Award No. E3, Clauses 7h,8) — All Commonwealth
- Electrical Fitter
- Electrical Mechanic

59. ELECTRICAL CONTRACTING INDUSTRY (NT) AWARD 1984 (Award No. E21, Clause 32) — NT

60. ELECTRICAL TRADES (GOVERNMENT PRINTING OFFICE-CANBERRA) AWARD, 1987 (Award No. E58, Clause 6) — ACT
- Electrical Fitter and Mechanic

61. ELECTRICITY TRUST OF SOUTH AUSTRALIA (METAL TRADES) AGREEMENT 1972 (Award No. E15, Clauses 9,11) — SA
- Boilermaker and/or Structural Steel Tradesman and/or Welder, 1st class
- Electrical Fitter and/or Armature Winder
- Electrical Mechanic
- Fitter and/or Turner
- Machinist, 1st and 2nd class
- Motor Mechanic
- Moulder and/or Coremaker
- Patternmaker
- Radio Tradesman
- Refrigeration Mechanic or Serviceman
- Sheetmetal Worker, 1st class
- Smithing — Blacksmith
- Welder, special class

62. ENGINEERING (OIL COMPANIES) AWARD 1984 (Award No. E12, Clause 31) — All Commonwealth (except NT)
- Blacksmith
- Boilermaker and/or Structural Steel Tradesman and/or Welder
- Electrical Fitter

Electrical Mechanic
Fitter and/or Turner
Machinist, 1st and 2nd class
Motor Mechanic
Process Instrument Maker
Sheetmetal Worker
Welder

63. FEDERAL MEAT INDUSTRY AWARD 1981 (Award No. F2, Clauses 12, 14) — NSW (except Broken Hill), VIC, QLD, SA
Butchering
Slaughtering
Smallgoods Making (VIC)
Smallgoods Manufacturing (VIC, NSW, QLD, SA)

64. FEDERATED LIQUOR AND ALLIED INDUSTRIES (CONRAD INTERNATIONAL HOTEL AND JUPITERS CASINO) AGREEMENT 1985 (Award No. F86, Clause 17) — QLD
Butcher
Chef
Cook
Waiter

65. FELT HATTING AWARD 1977 (Award No. F10, Clauses 11,12,13) — NSW, VIC, SA
Felt Hatting

66. FOOTWEAR - MANUFACTURING AND COMPONENT - INDUSTRIES AWARD 1979 (Award No. F63, Clauses 11,12,13,15,44) — All Commonwealth (except NT)
Clicking
Finishing
Making, Heavy Work
Making, Machine Sewn
Making, Welts
Manufacturing Slippers
Pattern Cutting
Pattern Grading
Pump Making
Slip Casting
Stuff Cutting

67. FORD AUSTRALIA VEHICLE INDUSTRY AWARD 1978 (Award No. F19, Clauses 11,12) — NSW, VIC, QLD
Bodymaker, 1st class and/or Wheelmaker and Wheelwright in wood and/or metal and/or substitutes
Boilermaker and/or Structural Steel Tradesman
Carpenter
Cook
Electrical Fitter
Electrical Mechanic
Fitter and/or Turner
Machinist, 1st class
Motor Mechanic (as defined)
Moulder and/or Coremaker
Painter (i.e. Tradesman who mixes, matches and applies paint)
Patternmaker
Plumber
Sewing Machine Mechanic
Smith; including Coachsmith, Spring Maker and Spring Fitter, Wheelwright Smith, and General Smith
Trimmer, development and/or repair work
Trimmer, Tradesman
Welder, Tradesman
Wood Machinist

68. FURNISHING TRADES AWARD 1981 (Award No. F29, Clauses 16, 17, 18 Schedule A) — VIC, SA, TAS
Basket Making and Baby Carriage Making
Cabinet Making
Carpet Planning and Floor Coverings
Chair and Couch Making
Floor Finishers and Covering
Glass Bending
Glass Bevelling
Glass Blocking
Glass Cutting
Glass Glazing
Glass Painting and Designing
Glass Scratch Polishing and Sand Blasting
Glass Silvering
Machining (Furniture)
Making of other musical instruments
Mattress Making
Metal Pipe Making
Organ Building and Woodworking
Player Mechanic
Polishing
Polishing (Furniture)
Side Gluing
Soft Furnishings
Sound Board Making
Tuning (Musical Instruments)
Tuning (Organs)
Veneer Scraping and Part Making
Voicing
Wicker Work and Baby Wicker Work
Wire Mattress Making
Wood Carving
Wood Turning

69. FURNISHING TRADES (ACT) AWARD 1983 (Award No. F82, Clause 12) — ACT

70. GADSDEN-PACIFIC CAN PRODUCTION AND MAINTENANCE AGREEMENT 1981 (Award No. G36, Clause 29) — NSW
Boilermaker and/or Structural Steel Worker
Electrical Fitter and/or Electrical Mechanic
Fitter and/or Turner
Instrument Maker and/or Repairer
Machinist, 1st class
Motor Mechanic
Scientific Instrument Maker and/or Repairer
Sheetmetal Worker
Toolmaker
Welder, 1st class

71. GASFITTERS (GAS AND FUEL CORPORATION OF VICTORIA) AWARD 1982 (Award No. G33, Clause 9) — NSW (Albury), VIC
    - Plumber — Gasfitter

72. GASFITTERS (QUEENSLAND) AWARD 1984 (Award No. G48, Clause 23) — QLD
    - Gasfitters

73. GAS INDUSTRY AWARD 1986 (SECTION III SA) (Award No. G1, Clause 7) — SA
    - Boilermaker and/or Structural Steel Tradesman and/or Welder, 1st class
    - Bricklaying and/or Retort Setting
    - Carpentry
    - Electrical Fitter and/or Mechanic
    - Engineering Fitter and/or Turner
    - Meter Making and Repairing
    - Motor Mechanic
    - Painting
    - Patternmaking
    - Plumbing and/or Gasfitting
    - Sheetmetal Working
    - Smithing

74. GENERAL MOTORS-HOLDEN'S LIMITED (PART 1) GENERAL AWARD 1982 (Award No. G6, Clause 11) (see H49) NSW, VIC, QLD, SA
    - Bodymaker, 1st class and/or Wheelmaker and Wheelwright in wood and/or metal and/or substitutes
    - Boilermaker and/or Structural Steel Tradesman
    - Electrical Fitter
    - Electrical Mechanic
    - Electroplater, 1st class
    - Fitter and/or Turner
    - Jigmaker (SA only)
    - Metal Machinist, 1st class
    - Motor Mechanic
    - Moulder and/or Coremaker
    - Painter (i.e. Tradesman who mixes, matches and applies paint)
    - Panelworker and Panelbeater (Tradesman)
    - Patternmaker
    - Plumber
    - Saw Doctor
    - Smith; including Coachsmith, Spring Maker and Spring Fitter, Wheelwright Smith and General Smith
    - Trimmer, development and/or repair work
    - Welder (Tradesman)
    - Wood Machinist

75. GLASS MERCHANTS AND GLAZING CONTRACTORS (SOUTH AUSTRALIA) (CONSOLIDATED) AWARD 1984 (Award No. G5, Clauses 14, 15, 16) — SA
    - Glass Bevelling
    - Glass Blocking
    - Glass Bonding
    - Glass Cutting
    - Glass Embossing
    - Glass Glazing
    - Glass Painting and Designing
    - Glass Sand Blasting
    - Glass Scratch Polishing
    - Glass Silvering

76. GLASS MERCHANTS AND GLAZING CONTRACTORS (TAS) AWARD 1976 (Award No. G3, Clauses 14, 15, 16) — TAS
    - Glazing
    - Shopfitting

77. GLASS MERCHANTS AND GLAZING CONTRACTORS (VIC) AWARD 1975 (Award No. G28, Clauses 14, 15, 16) — VIC
    - Glass Bevelling
    - Glass Bonding
    - Glass Cutting
    - Glass Embossing
    - Glass Glazing
    - Glass Painting and Designing
    - Glass Sand Blasting
    - Glass Scratch Polishing
    - Glass Silvering

78. GLASS MERCHANTS AND GLAZING CONTRACTORS (VIC) INTERIM AWARD 1978 (Award No. G34, Clauses 14, 15, 16) — VIC
    - Glass Bevelling
    - Glass Bonding
    - Glass Cutting
    - Glass Embossing
    - Glass Glazing
    - Glass Painting and Designing
    - Glass Sand Blasting
    - Glass Scratch Polishing
    - Glass Silvering

79. GOLD AND METALLIFEROUS MINING (NT) AWARD 1985 (Award No. G20, Clause 10) — NT
    - Fitter/Turner

80. GRAPHIC ARTS AWARD 1977 (Award No. G14, Clauses 16,42, 42A, 42B) — NSW, VIC, QLD, WA, SA, TAS
    - Binding and Finishing
    - Composition
    - Graphic Reproduction
    - Printing Machining
    - Screen Printing Stencil Preparation
    - Stereotyping and/or Electrotyping

81. GRAPHIC ARTS (NT) AWARD 1981 (Award No. G40, Clauses 13, 35) — NT
    - Binding and Finishing
    - Composition
    - Graphic Reproduction
    - Printing Machining
    - Screen Printing and Stencil Preparation

82. HAIRDRESSING AND BEAUTY INDUSTRY (AUSTRALIAN CAPITAL TERRITORY) AWARD 1985 (Award No. H41, Clause 8) — ACT
    - Hairdresser

83. HORSE TRAINING INDUSTRY AWARD 1976–1982 (Award No. H5, Clause 9) — All Commonwealth

84. HOSPITAL EMPLOYEES (PROFESSIONAL AND GENERAL STAFF ACT) AWARD 1980 (Award No. H18, Clause 5) — ACT
Cooking

85. HOTELS AND RETAIL LIQUOR INDUSTRY AWARD 1983 (Award No. H8, Clause 19) — NSW (part) VIC, QLD (SE district), TAS
Cooking

86. HOTELS, MOTELS, WINE SALOONS, CATERING, ACCOMMODATION, CLUBS AND CASINOS EMPLOYEES (NT) AWARD 1982 (Award No. H21, Clause 11) — NT
Cooking

87. HYDROCARBONS AND GAS MAINTENANCE EMPLOYEES' AWARD 1986 (Award No. H37, Section C, Clause 10) — All Commonwealth

88. ICI AUSTRALIA AND METAL TRADES UNIONS BOTANY SITE AGREEMENT FEBRUARY 1981 (Award No. I17, Clause 7) — NSW
Boilermaker–Welder
Electrical Fitter
Electrician, special class
Fitter and/or Turner
Fitter Welder
Instrument and Controls Tradesman
Machinist, 2nd class
Motor Mechanic
Welder, 1st class

89. ICI (CHESTER HILL VISQUEEN FACTORY) MAINTENANCE AGREEMENT 1980 (to be read in conjunction with the Metal Industry Award 1984) (Award No. I12, Clause 7) — NSW
Motor Mechanic

90. ICI (VILLAWOOD) MAINTENANCE AGREEMENT 1981 (to be read in conjunction with the Metal Industry Award 1984) (Award No. I15, Clause 7) — NSW

91. IRON ORE MINING AND PROCESSING (SAVAGE RIVER MINES) AWARD 1983 (Award No. I4, Clause 10) — TAS

92. IRONWORKERS (ICI ETC) AGREEMENT, 1970 (Award No. I9, Clause 6b) — NSW, VIC
Die Setters
Spray Painters

93. JABIRU (NORTHERN TERRITORY) INDUSTRIAL CATERING AWARD 1984 (Award No. J36, Clause 14) — NT
Cook

94. JOINERS (NSW) AWARD 1978 (Award No. J26, Clause 41) — NSW

95. KENWORTH TRUCKS PTY LTD VEHICLE INDUSTRY AWARD 1981 (Award No. K3, Clauses 11,12) — VIC
Bodymaker, 1st class and/or Wheelmaker and Wheelwright in wood and/or metal and/or substitutes
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Metal Machinist, 1st class
Motor Mechanic
Moulder and/or Coremaker
Painter (i.e. Tradesperson who mixes, matches and applies paint)
Panelworker and Panelbeater (Tradesman)
Patternmaker
Plumber
Saw Doctor
Smith; including Coachsmith, Spring Maker and Spring Fitter, Wheelwright Smith and General Smith
Trimmer, Development Work
Trimmer, Tradesman on Production
Welder Tradesman
Wood Machinist

96. KIDSTON GOLD MINES LIMITED AGREEMENT, 1986 (Award No. K10 Clause 21) — QLD
Chef Cook
Electrical Fitter and/or Electrical Mechanic
Fitter

97. LAND NEWSPAPERS LIMITED AGREEMENT 1977 (Award No. L34, Clauses 9,10) — NSW
Binding and Finishing
Composition
Graphic Reproduction
Printing Machining
Screen Printing Stencil Preparation
Stereotyping and/or Electrotyping

98. LANSDOWNE ENGINEERING AGREEMENT 1982 (Award No. L46, Clause 10)
Boilermaker and/or Structural Steel Tradesman, and/or Welder, 1st class
Electrical Fitter and/or Armature Winder (except winding of armatures by specialised process)
Electrical Mechanic
Fitter and/or Turner
Machinist, 1st class
Sheetmetal Worker, 1st class

99. LIQUOR AND ALLIED INDUSTRIES ACCOMMODATION, CATERING, FOOD SERVICES, DRINK, CAFETERIA AND CANTEENS AWARD 1982 (Award No. L44, Clause 37) — All Commonwealth (except NT)
Cooking (Tasmania)

100. LIQUOR AND ALLIED INDUSTRIES CATERING, CAFE, RESTAURANT, ETC (ACT) (CONSOLIDATED) AWARD 1979 (Award No. L20, Clause 8) — ACT
Cooking

101. LIQUOR AND ALLIED INDUSTRIES HOTELS, HOSTELS, CLUBS AND BOARDING ESTABLISHMENTS ETC (ACT) CONSOLIDATED AWARD 1977 (Award No. L21, Clause 12) — ACT
Cooking

102. LIQUOR AND ALLIED TRADES AUSTRALIAN MARITIME COLLEGE AWARD 1982 (Award No. L47, Clause 9) — TAS
Cooking

103. LIQUOR AND ALLIED TRADES, ANU (SPECIFIC CONDITIONS AND SALARIES) AWARD 1980 (Award No. L43, Clause 10) — ACT
Cooking

104. LIQUOR INDUSTRIES UNION PARLIAMENTARY CATERING SERVICE (ACT) AWARD 1986 (Award No. L60, Clause 8) — ACT
Cook

105. LIQUOR TRADES HOTELS (ACT) CONSOLIDATED AWARD 1977 (Award No. L22, Clause 8) — ACT
Cooking

106. LOCAL GOVERNING AUTHORITIES EMPLOYEES (VICTORIA) AWARD 1984 (Award No. L50, Clause 10) — VIC

107. MAINTENANCE TRADES STEVEDORING AWARD 1982 (Award No. M183, Clause 18) — All Commonwealth

108. MEAT INDUSTRY (NORTHERN TERRITORY) AWARD 1971 (Award No. M115, Clause 10) — NT

109. METAL INDUSTRY AWARD 1984-PART 1 (Award No. M39, Clauses 14,15) — NSW, VIC, QLD, SA, TAS
Armature Winder
Boilermaker and/or Structural Steel Tradesman and/or Welder, 1st class
Brass Finisher
Brass Smith
Coppersmith
Drop Hammer Stamper
Electrical Fitter and/or Armature Winder (excluding winding of armatures by specialised processes)
Electrical Mechanic
Electroplater
Engraver (NSW)
Fitter and/or Turner
Instrument Maker
Locksmith
Machinist, 1st and 2nd class
Metal Polisher
Motor Mechanic
Moulder
Patternmaker
Plant Mechanic (NSW)
Plumber
Radio Tradesman
Refrigeration Mechanic
Safe Maker
Scale Maker
Sheetmetal Worker, 1st class
Silverplater
Smithing — Blacksmith, Copper and/or Brass Smith
Spinner
Telegraph Mechanic (Linesman)
Welder
Window Frame Fitter

110. METAL INDUSTRY (NT) (CONSOLIDATED) AWARD 1982 (Award No. M117, Clauses 8g,13) — NT

111. METAL INDUSTRY (VIC GOVERNMENT DEPARTMENTS INSTRUMENTALITIES AND PUBLIC HOSPITALS) AWARD 1985 (Award No. M202, Clauses 8D,9,14,14A) — VIC
Armature Winder
Boilermaker and/or Structural Steel Tradesman
Brass Finisher
Copper–Brass Smith
Electrical Fitter and/or Armature Winder (except winding of armatures by specialised processes)
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Instrument Maker
Locksmith
Machinist, 1st and 2nd class
Meter Mechanic
Motor Mechanic
Moulder
Patternmaker
Radio Tradesman
Refrigeration Mechanic
Safe Maker
Scale Maker
Sheetmetal Worker, 1st class
Smithing — Blacksmith, Copper and/or Brass Smith
Spinner
Telegraph Mechanic (Linesman)
Welder, special class
Window Frame Fitter

112. METALLIFEROUS MINING AND PROCESSING AWARD 1976 (Award No. M156, Clause 10) — VIC, TAS
Electrical Fitter

113. METAL TRADES (ACT) AWARD 1982 (Award No. M111, Clause 8) — ACT

114. METAL TRADES AWARD 1952 (Award No. *M44, Clauses as listed below) — NSW, VIC,* QLD, SA, TAS
    - Part I — Wages Employees (Clause 7A,B)
    - Part III Div III — Hydro Electric Commission of Tas. (Clause 13)
    - Part III Div IV — State Electricity Commission of Vic. (Clauses 9,9A)
    - Part XXII — Specific Employees of the Rolling Stock Ind. (Clause 3 — wages)
    - Part XXXIV — Government Departments and the S.A. Transport Authority (Clauses 3,4)
    - Armature Winder
    - Boilermaker and/or Structural Steel Tradesman and/or Welder, 1st class
    - Brass Finisher–Parts I and III (III)
    - Copper–Brass Smith
    - Drop Hammer Stamper
    - Electrical Fitter and/or Armature Winder (except the winding of armatures by specialised processes)
    - Electrical Mechanic
    - Electroplater, 1st class — Parts I, III (III) and III (IV)
    - Engraving Machinist — Part I
    - Fitter and Turner
    - Hand Engraver (NSW)
    - Instrument Maker — Part III (IV)
    - Linesman — Part III (IV)
    - Locksmith
    - Machinist, 1st and 2nd class
    - Meter Mechanic — Part III (IV)
    - Motor Mechanic
    - Moulder
    - Patternmaker
    - Plant Mechanic (NSW)
    - Plumber — Parts I, III (III) and III (IV)
    - Radio Tradesman
    - Refrigeration Mechanic — Parts I, III (III) and XXXIV
    - Safe Maker — Part I
    - Scale Maker — Part I
    - Scientific Instrument Maker — Parts I, III (III) and XXXIV
    - Sheetmetal Worker, 1st class
    - Silverplater — Part I
    - Smithing-Blacksmith, Copper and/or Brass Smith
    - Spinner — Part I
    - Telegraph Mechanic — Parts I, III (III) and III (IV)
    - Welder, special class
    - Window Frame Fitter — Part I
115. METAL WORKERS AND MAINTENANCE (KATHERINE MEATWORKS EMPLOYEES') AGREEMENT, 1978 (Award No. M182, Clause 3) — NT
116. MILLING INDUSTRY AWARD 1978 (Award No. M46, Clause 14) — NSW, VIC, WA, SA, TAS
    - Miller
117. MITSUBISHI MOTORS AUST. LTD *(VEHICLE INDUSTRY) AWARD 1980* (Award No. M200, Clause 11) — NSW, VIC, QLD, WA, SA
    - Bodymaker
    - Boilermaker and/or Structural Steel Tradesman
    - Electrical Fitter
    - Electrical Mechanic
    - Electroplater, 1st class
    - Fitter and/or Turner
    - Machinist, 1st class
    - Motor Mechanic (as defined)
    - Moulder
    - Panel Worker Tradesman
    - Patternmaker
    - Trimmer and/or Repairer
    - Trimmer Tradesman (on product)
    - Welder (Tradesman)
118. MOTELS AWARD 1983 (Award No. M55, Clause 9) — NSW, VIC, QLD (SE DIV), TAS
    - Cook
119. MOUNT BUNDEY IRON ORE MINING AWARD 1970 (Award No. M119, Clauses 8,10) — NT
120. MOUNT LYELL MINING AND RAILWAY CO LTD INDUSTRY AGREEMENT (CONSOLIDATED) 1983 (Award No. M106, Clause 12) — TAS
    - Blacksmithing
    - Boilermaking and/or Structural Steel Tradesman
    - Carpentry
    - Electrical Fitting
    - Fitting and/or Turning
121. MUNICIPAL EMPLOYEES (CITY OF SUNSHINE) AWARD 1980 (Award No. M56, Clause 4) — VIC
122. MUNICIPAL EMPLOYEES (COUNTRY COUNCILS TASMANIA) AWARD 1982 (Award No. M57, Clause 6) — TAS
    - Gardener
    - Green Keeper
123. MUNICIPAL EMPLOYEES (KINGS PARK BOARD AND ROTTNEST ISLAND BOARD), OUTSIDE WORKERS AWARD 1986 (Award No. M247, Clause 32) — WA
    - Gardener
    - Horticulture
124. MUNICIPAL EMPLOYEES (NT) AWARD 1984 (Award No. M120, Clause 17) — NT
125. MUNICIPAL EMPLOYEES (TAS) AWARD 1982 (Award No. M60, Clause 8b) — TAS
126. MUNICIPAL EMPLOYEES (VIC WATERWORKS TRUST AND SEWERAGE MAINTENANCE AUTHORITIES) AWARD 1981 (Award No. M61, Clause 8b) — VIC
127. MUNICIPAL EMPLOYEES (WA) AWARD 1982 (Award No. M221, Clause 9) — WA
    - Horticulture

128. NATIONAL BUILDING TRADES CONSTRUCTION AWARD 1975 (Award No. N2, Clause 46) — NSW, VIC, QLD, WA, SA, TAS
Bricklaying
Fixing (WA)
Glazing
Plastering and/or Tile Laying
Sign Writing
Stone Masonry

129. NSW TRAMWAYS AND OMNIBUS (CONSOLIDATED) (NON-TRAFFIC SECTION) AWARD 1961 (Award No. N5, Clause 16) — NSW
Body Builder
Boilermaker
Carriage Trimmer
Coach Painter
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter
Fitter and Turner
Motor Mechanic
Panel Beater
Sheetmetal Worker, 1st class
Smith
Tradesman Oxy-acetylene or Electrical Welder

130. NEWSPAPER PRINTING AGREEMENT 1981 (Award No. N7, Clauses 8,36) — SA, TAS
Composition
Graphic Reproduction
Printing Machining
Stereotyping and/or Electrotyping

131. NEWSPRINT INDUSTRY (AUSTRALIAN NEWSPRINT MILLS LIMITED — NSW) AWARD 1981 (Award No. N35, Clause 10) — NSW

132. NHULUNBUY CORPORATION SERVICES AND MAINTENANCE (NT) EMPLOYEES AWARD 1981 (Award No. N21, Clause 10) — NT

133. NIC INSTRUMENT COMPANY AND THE ETU AND OTHERS AGREEMENT 1974 (to be read in conjunction with the Aircraft Industry (Domestic Airlines) Award 1980) (Award No. N8, Clause 29) — VIC
Aircraft Instrument Maker and/or Repairer

134. NISSAN AUSTRALIA CASTING PLANT AGREEMENT 1982 (Award No. N37, Clause 10) — VIC
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Metal Machinist, 1st class
Motor Mechanic (as defined)
Moulder and/or Coremaker
Painter (i.e. Tradesperson who mixes, matches and applies paint)
Patternmaker
Plumber
Welder (Tradesman)

135. NISSAN AUSTRALIA VEHICLE INDUSTRY AWARD (Part I) 1986 (Award No. N27, Clause 11) — All Commonwealth
Bodymaker, 1st class and/or Wheelmaker and Wheelwright in wood and/or metal and/or substitutes
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Metal Machinist, 1st class
Motor Mechanic (as defined)
Moulder and/or Coremaker
Painter (i.e. Tradesman who mixes, matches and applies paint)
Patternmaker
Plumber
Sewing Machine Mechanic
Smith, including Coachsmith, Spring Maker and Spring Fitter, Wheelwright Smith and General Smith
Tradesman Panel Worker and Panel Beater
Trimmer (development and/or repair work)
Trimmer (Tradesman on production)
Welder (Tradesman)
Wood Machinist

136. NORTHERN TERRITORY ELECTRICITY COMMISSION (EMPLOYEES) AWARD 1982 (Award No. N32, Part I Allowances Section (g) Part II) — NT

137. NORTHERN TERRITORY NEWS AWARD 1974 (Award No. N18, Clause 31) — NT
Binding and Finishing
Composition
Graphic Reproduction
Printing Machining

138. OCCUPATIONAL SUPERANNUATION (ELECTRICAL CONTRACTING — VICTORIA AGREEMENT 1987 (Award No. O25, Clause 5(e)) — VIC

139. NORTHERN TERRITORY (OIL COMPANIES) AWARD 1980 (Award No. N14, Clause 32) — NT

140. PACIFIC CAN ELECTRICAL MAINTENANCE AGREEMENT VICTORIA 1977 (Award No. P80, Clause 29) (see C36) — VIC
Boilermaker and/or Structural Steel Worker
Electrical Fitter and/or Electrical Mechanic
Fitter and/or Turner
Instrument Maker
Machinist, 1st class
Motor Mechanic
Sheetmetal Worker

Toolmaker
Welder, 1st class

141. PAINTERS (ACT) AWARD 1982 (Award No. P51, Clause 10) — ACT

142. PERFORMING ARTS CENTRES' AWARD 1982 (Award No. P106, Clause 33) — VIC, SA

143. PLUMBING INDUSTRY (ACT) AWARD 1982 (Award No. P53, Clause 10) — ACT

144. PLUMBING INDUSTRY (QLD AND WA) AWARD 1979 (Award No. P90, Clause 44) — QLD, WA

145. PLUMBING INDUSTRY (VICTORIAN GOVERNMENT DEPARTMENTS, INSTRUMENTALITIES AND PUBLIC HOSPITALS) AWARD 1983 (Award No. P112, Clause 38)
(Trades as listed in the Industrial Training (Plumbing Trade Apprenticeship) Regulations 1980.)

146. PLUMBING TRADE CONSTRUCTION AGREEMENT 1976 (Award No. P9, Clause 45) — VIC, SA, TAS

147. PLUMBING TRADES (SOUTHERN STATES) CONSTRUCTION AGREEMENT 1979 (Award No. P92, Clause 46) — VIC, SA, TAS

148. PORT OF SYDNEY SHIP REPAIRING AND SHIP BUILDING INDUSTRY INDUSTRIAL AGREEMENT 1976 (Award No. P64, Clause 8) — NSW
Ship Building

149. PORTLAND SMELTER SERVICES PTY LTD AWARD 1985 (Award No. P130, Clause 28) — VIC
Electrical Fitter and/or Mechanic
Fitter and/or Turner

150. PRINTING AND KINDRED INDUSTRIES UNION (CANBERRA TIMES) AWARD 1985 (Award No. P87, Clause 4) — ACT
Composition

151. PRINTING INDUSTRY (MAXWELL NEWTON PTY LTD) AGREEMENT 1971 (Award No. P33, Clauses 3,18) — ACT
Binding and Finishing
Composition
Printing Machining

152. PRINTING STAFF — A.N.U. (SPECIFIC CONDITIONS AND SALARIES) AWARD 1982 (Award No. P109, Clause 10) — ACT

153. PULP AND PAPER INDUSTRY AGREEMENT 1968 (Award No. P48, Clause 8) — NSW, VIC, SA, TAS

154. PULP AND PAPER INDUSTRY (MAINTENANCE AND SERVICES) AGREEMENT 1973 (Award No. P49, Clause 8) — NSW, VIC, SA, TAS

155. QUEENSLAND ALUMINA LTD AGREEMENT 1976 (Award No. Q3, Clause 23) — QLD
Electrical Fitter and/or Electrical Mechanic
Fitter and/or Turner
Instrument Maker and/or Repairer
Motor Mechanic

156. QUEENSLAND ALUMINA LTD AWARD 1983 (Award No. Q5, Clause 24) — QLD
Electrical Fitter and/or Electrical Mechanic
Fitter and/or Turner
Instrument Maker and/or Repairer
Motor Mechanic

157. RAILWAY METAL TRADES GRADES AWARD 1953 (Award No. R9) — NSW, VIC
Part II — Victorian Railways (Clauses 6,22)
Blacksmith
Boilermaker
Coppersmith
Electrical Fitter
Electrical Mechanic
Electroplater
Fitter and/or Turner
Jobbing, Moulder and/or Coremaker
Lampmaker
Machinist, 1st class (iron)
Patternmaker
Plumber-Gasfitter
Sheetmetal Worker
Springsmith
Tinsmith
Welder, 1st class
Part III — NSW Metal Trades Grades (Clause 6)
Blacksmith
Boilermaker
Coppersmith
Fitter and Machinist
Fitter and Turner
Machinist, 1st class
Motor Mechanic
Moulder
Patternmaker
Sheetmetal Worker, 1st class
Smith
Part IV — NSW Railways Electrical Trades Grades (Clause 5)
Electrical Fitter
Electrical Mechanic
Part V — NSW Railways Coachmaking Trades Grades (Clause 5)
Blacksmith
Boilermaker
Brassmith, 1st class
Coppersmith
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter
Jobbing Moulder and Coremaker

Machinist, 1st class
Motor Fitter
Patternmaker
Sheetmetal Worker, 1st class
Springsmith
Turner
Welder, 1st class

158. RAILWAYS MISCELLANEOUS GRADES AWARD 1960 PART II, III (Award No. R10) — NSW, VIC
Part II — Victorian Railways (Clauses 6(b),41)
Bricklayer
Car and Wagon Builder
Car Painter
Carpenter–Joiner
Composition
French Polisher
Painter
Plumber
Printing Machining
Upholsterer
Part III — Public Transport Commission of NSW (Clause 8)
Fitter and Turner
Mechanic Electrician
Welder

159. RENISON LTD INDUSTRIAL AGREEMENT 1982 (Award No. R29, Clause 10) — TAS
Fitter and Turner

160. SADDLERY, LEATHER, CANVAS AND PLASTIC MATERIAL WORKERS AWARD 1985 (Award No. S1, Clause 10) — All Commonwealth
Hand Cutting and/or Hand Clicking Leather

161. SHIP CARPENTERS AND JOINERS AWARD 1965 (Award No. S14, Clause 9) — All Commonwealth
Carpenter and/or Joiner

162. SHIPWRIGHTS (SHORE) AWARD 1968 (Award No. S20, Clause 11) — All Commonwealth

163. SNOWY MOUNTAINS HYDRO-ELECTRIC AUTHORITY-OPERATION AND MAINTENANCE WAGES AWARD 1979 (Award No. S21, Clause 6) — NSW

164. SOUTHERN REGIONAL CEMETERY TRUST EMPLOYEES (TASMANIA) AWARD 1983 (Award No. S133, Clause 6) — TAS

165. SPRINKLER PIPE FITTERS AWARD 1975 (Award No. S91, Clause 10A) — NSW, VIC, QLD, WA, SA, TAS
Sprinkler Fitting

166. STATE ELECTRICITY COMMISSION OF VICTORIA BUILDING TRADES AWARD 1978 (Award No. S112, Clause 31) — VIC
Carpenter
Painter
Signwriter

167. STONEMASONS AWARD (VICTORIA) 1968 (Award No. S26, Clause 13) — VIC
Stonemason

168. SUPERMARKET MEAT EMPLOYEES AWARD 1976 (Award No. S70, Clauses 11,13) — All Commonwealth

169. TERRAZZO AND CONCRETE CASTING (SOUTH AUSTRALIA) AWARD (Award No. T99, Clause 41) — SA

170. TEXTILE INDUSTRY AWARD 1981 (Award No. T7, Clause 12) — NSW, VIC, WA, SA, TAS
Textile Mechanic

171. THEATRICAL AND AMUSEMENT EMPLOYEES AWARD 1947–78 (Award No. T15, Clause 39) — NSW, WA, SA
Audio Technician
Lighting and Electrical Technician
Mechanist
Property Maker
Set Maker
Scenery Painter–Finisher
Theatrical Costumier

172. THEATRICAL EMPLOYEES (AUSTRALIAN OPERA) AWARD 1979 (Award No. T117, Clause 37) — All Commonwealth

173. THEATRICAL EMPLOYEES (LIVE THEATRE AND CONCERT) AWARD 1982 (Award No. T131, Clause 37) — All Commonwealth
Audio Technician
Lighting and Electrical Technician
Machinist
Property Maker
Set Maker
Scenery Painter and Finisher
Theatrical Costumier

174. TIMBER INDUSTRY CONSOLIDATED AWARD 1987 (Award No. T28, Clauses 6,14, Appx F) — NSW, VIC, SA, TAS, ACT
NSW, VIC, TAS, SA: (Clauses 6,23,23A; Appx F; Appx F, Clause 12)
Machinist, 1st class
Saw Doctor
Sawyer
Wood Turner
ACT (Appx H, Clause 4)

175. TIMBER INDUSTRY (APM WOOD PRODUCTS PTY LTD — GIPPSLAND) AWARD 1974 (Award No. T27, Clause 3) — VIC

176. TOMAGO ALUMINIUM COMPANY PTY LIMITED AWARD 1983 (Award No. T143, Clause 32) — NSW

177. **TOYOTA MANUFACTURING AUSTRALIA LIMITED VEHICLE BUILDING AWARD 1986 (Award No. T170, Clause 11) — All Commonwealth**
Bodymaker, 1st class and/or Wheelmaker and Wheelwright in wood and/or metal and/or substitutes
Boilermaker and/or Metal and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Metal Mechanist, 1st class
Motor Mechanic (as defined)
Moulder and/or Coremaker (jobbing)
Painter (i.e. Tradesperson who mixes, matches and applies paint)
Patternmaker
Plumber
Saw Doctor
Smith, including Coachsmith, Spring Maker and Spring Fitter, Wheelwright Smith and General Smith
Tradesman Panel Worker and Panel Beater
Trimmer (development and/or repair work)
Trimmer (Tradesman on production)
Welder (Tradesman)
Wood Mechinist, 1st class

178. **TRAFFIC OPERATING, WORKSHOPS AND MISCELLANEOUS GRADES (ANR) AWARD 1978 (Award No. T103, Part III, Clauses 6,8) — NSW, WA, SA, TAS, ACT, NT**
Part (III) — Workshops and Miscellaneous Trades
Blacksmith
Boilermaker and/or Structural Steel Worker
Brass Finisher, 1st class
Carpenter–Joiner
Carriage and Wagon Builder
Coppersmith
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter
Jobbing Moulder and Coremaker
Machinist, 1st class
Painter
Patternmaker
Plumber and Gasfitter
Sheetmetal Worker, 1st class
Welder, 1st class

179. **TRANSPORT AND STORAGE ESTABLISHMENTS EMPLOYEES (AUSTRALIAN PUBLIC SERVICE) AWARD 1986 (Award No. T155, Clause 11) — All Commonwealth**
Bodymaker
Carpenter
Electrical Mechanic
Fitter
Fitter and Turner
French Polisher
Motor Mechanic
Painter (other than on production)
Panel Beater
Spray Painter
Upholsterer
Welder, 1st class

180. **TRANSPORT TRUST (NON-TRAFFIC) AWARD 1977 (Award No. T102, Clauses 10,11) — WA**
Body Building
Painter
Panel Beating (including welding) and Trimming
Welding

181. **TRELOAR ENTERPRISES EMPLOYEES SUPERANNUATION FUND AGREEMENT 1987 (Award No. T194, Clause 4)–All Commonwealth**

182. **URANIUM AND METALLIFEROUS MINING (NT) AWARD 1985 (Award No. U3, Clause 13) — NT**

183. **VEHICLE INDUSTRY AWARD 1982 (Award No. V5, Clause 14) — NSW, VIC, QLD, SA, TAS**
Automotive Electrician
Bodymaker, 1st class
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Metal Machinist, 1st class
Motor Mechanic
Moulder and/or Coremaker (jobbing)
Painter Tradesman
Panel Worker
Patternmaker
Smith; including Coachsmith, Springmaker and Springfitter, Wheelwright Smith and General Smith
Tradesman Panel Worker and Panel Beater
Trimmer
Welder Tradesman
Wood Machinist, 1st class

184. **VEHICLE INDUSTRY (INTERNATIONAL HARVESTER AUSTRALIA LIMITED) AWARD 1982 (Award No. V16, Clauses 13,14) — VIC**
Bodymaker
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Metal Machinist, 1st class
Motor Mechanic
Moulder and/or Coremaker (jobbing)

Painter
Panel Worker
Patternmaker
Plumber
Saw Doctor
Smith, including Coachsmith, Springmaker and Springfitter, Wheelwright Smith and General Smith
Tradesman Panel Beater and/or Panel Worker
Trimmer
Welder (Tradesman)
Wood Machinist, 1st class

185. VEHICLE INDUSTRY (J.R.A. LIMITED) GENERAL AWARD 1982 (Award No. V10, Clauses 10,11) — All Commonwealth
Bodymaker
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and/or Turner
Jigmaker
Metal Machinist, 1st class
Motor Mechanic (as defined)
Moulder
Painter (i.e. Tradesperson who mixes, matches and applies paint)
Panel Worker
Patternmaker
Plumber
Saw Doctor
Smith, (general) including Coachsmith, Springmaker and General Fitter, Wheelwright Smith and General Smith
Trimmer
Welder (Tradesman)
Wheelmaker
Wheelwright
Wood Machinist

186. VEHICLE INDUSTRY (MERCEDES BENZ (AUSTRALIA) PTY LTD) AWARD 1983 (Award No. V32, Clause 11)
Bodymaker 1st class and/or Wheelmaker and Wheelwright
Boilermaker and/or Structural Steel Tradesman
Electrical Fitter
Electrical Mechanic
Electroplater, 1st class
Fitter and Turner
Metal Machinist, 1st class
Motor Mechanic
Moulder and/or Coremaker
Painter
Patternmaker
Plumber
Sewing Machine Mechanic

Smith, including Coachsmith, Springmaker Springfitter, Wheelwright Smith and General Smith
Tradesman Panel Worker and/or Panel Beater
Trimmer
Welder (Tradesman)
Wood Machinist, 1st class

187. VEHICLE INDUSTRY (ROPING-IN No. 1) AWARD 1974 (Award No. V6, Apps A, Clause 6; Apps B, Clause 3) — VIC, SA, TAS
Car Building
Car Painting
Panel Working, including Panel Beating
Trimming
Wood Turning and Woodwork Machining

188. VEHICLE INDUSTRY REPAIR, SERVICES AND RETAIL AWARD 1983 (Award No. V19, Clauses 14,15) — NSW, VIC, QLD, SA, TAS
Automotive Electrician
Auto Machinist (Victoria only)
Auto Parts Interpreter (specialist)
Bodymaker, Wheelmaker, Wheelwright
Brake Mechanic (NSW, SA only)
Electrical Fitter-Armature Winder
Electroplater, 1st class
Fitter and/or Turner
Metal Machinist, 1st class
Motor Mechanic
Painter Tradesman
Panel Beater
Smith, including Coachsmith, Springmaker and Springfitter, Wheelwright Smith and General Smith
Trimmer, Tradesman
Welder, Tradesman

189. VEHICLE TRADES (SECV) INTERIM AWARD 1981 (Award No. V28, Clause 9) — VIC
Body Making, 1st class
Painter
Panelbeater
Signwriter
Trimmer

190. WOOD-CHIP INDUSTRY (TRIABUNNA) AWARD 1976 (Award No. W18, Clause 9) — TAS
Wood Machinist

191. WORSLEY ALUMINA AWARD 1982 (Award No. W21, Clause 10) — WA
Boilermaker-Welder
Carpentry and Joinery
Electrical Fitting
Fitting and/or Turning and/or Machining, 1st class
Motor Mechanics
Plant Mechanic (industrial)

PART B: APPRENTICESHIP TITLES CONTAINED IN FEDERAL AWARDS

The following is a list of titles covered by Federal awards. They appear alphabetically under the nine ASCO minor trade groups. Against each apprenticeship title are numbers referring to the individual awards containing references to that title. The reference numbers are those given to the awards listed in Part A.

METAL FITTING AND MACHINING

Apprenticeship Titles	*Reference Number for Federal Awards (See Part A)*	*Indenture Term (Years)*
Aircraft Fitting	10,14	4
Aircraft Machining, 1st and 2nd Class	14	4
Aircraft Machinist 1st Class	4	4
Aircraft Turning	10,14	4
Auto Machinist (Victoria only)	188	4
Die Setters	92	4
Diesel Mechanics	4	4
Engineering Fitting and Turning	7,73	4
Engineering Machining, 1st and 2nd class	7	4
Fitter	55,86,129,157,178,179	4 or 5
Fitter and Machinist	54, 157	4
Fitter (Diesel & Heavy Earthmoving Equipment)	22	4
Fitter and/or Turner	8,12,17,18,19,21*,22, 23,27,39,61,62,67,70,74,79,80, 95,98,109,111,114,117,129,134, 135,140,155,156,157,158,159, 177,179,183,184,185,186,188	4
Fitting and Turning	10,11,13,24,25,54,120,149	4 +
Fitting and/or Turning and/or Machining, 1st class	29,191	4
Fitter Welder	88	4
Jigmaker	27,74 + + ,185	4
Machinist, 1st class	8,12,17,18,19,20,21*, 23,24,29,39,54,55,61,62,67,70,88, 109,111,114,117,140,157,174,178,179	4
Machinist, 2nd class	12,29,24,55,61,62, 88,109,111,114	4
Machinist (General Joiner)	55	4
Metal Machinist, 1st class	27,74,95,134,135,177, 183,184,185,186,188	4
Plant Mechanic (Industrial)	29,191	4
Plant Mechanic (NSW)	109,114	4
Sewing Machine Mechanic	54,67,135,175	4
Textile Mechanic	170	4
Tool, Gauge and Jig Making	54	4
Toolmaker	17,18,19,21*,23,25 55,70,140	4
Turner	157	4

* Indenture term 4 years except in WA: if under 17 years when indentured the term shall be 5 years; if over 17 years when indentured the term shall be 4 or 5 years at the option of contracting parties.

+ If Year 11 completed the indenture term may be reduced to 3 1/2 years; if Year 12 completed the indenture term may be reduced to 3 years.

+ + South Australia Only.

OTHER METAL

Aircraft Electrician	4,10,11,12,13,14,56	4
Aircraft Instrument Maker and/or Repairer	10,133	4
Aircraft Maintenance Engineer (all trades)	9	4
Aircraft Mechanic (Airframe)	10,11,13,14,56	4
Aircraft Mechanic (Electrical)	10,11,13,14,56	4

Aircraft Mechanic (Engine)	10, 11, 13, 14, 56	0
Aircraft Sheetmetal Working	6	0
Blacksmith	6, 24, 29, 62, 120, 157, 17	0
Boilermaker	56, 120, 157	0
Boilermaker and/or Metal and/or Structural Steel Tradesman	27, 177	0
Boilermaker and/or Structural Steel Tradesman	17, 18, 19, 21*, 22, 23, 29, 55, 67, 70, 74, 94, 111, 117, 120, 134, 135, 140, 170, 183, 184, 185, 186,	0
Boilermaker and/or Structural Steel Tradesman and/or Welder	62	0
Boilermaker and/or Structural Steel Tradesman and/or Welder, 1st class	6, 20, 24, 39, 61, 73, 98, 109, 114	0
Boilermaker Welder	25, 88, 191	0
Boilersmith	55	0
Brass Finisher	109, 111, 114	0
Brass Finisher, 1st class	178	0
Brass Smith	109	0
Brass Smith, 1st class	157	0
Copper and/or Brass Smith	111, 114	0
Coppersmith	55, 109, 157, 178	0
Drop Hammer Stamper	109, 114	0
Electroplater	109, 157	0
Electroplater, 1st class	10, 11, 12, 13, 14, 27, 56, 55, 74, 89, 111, 114, 117, 120, 134, 135, 157, 177, 178, 183, 184, 185, 186, 188	0
Engineering Blacksmith	7	0
Engraver (NSW)	109	0
Engraving Machines	114	0
Forger	55	0
Ground Engineer	10, 11, 12, 13, 14	0
Ground Engineer or Aircraft Mechanics (Airframe)	10, 11, 12, 13, 14	0
Ground Engineer or Aircraft Mechanics (Electrical)	10, 11, 12, 13, 14	0
Ground Engineer or Aircraft Mechanics (Engine)	10, 11, 12, 13, 14	0
Ground Engineer or Aircraft Mechanics (Instruments)	12, 13, 14	0
Ground Engineer or Aircraft Mechanics (Radio Systems)	10, 12	0
Ground Engineer or Aircraft Mechanics (Radio)	14	0
Ground Engineer or Aircraft Mechanics (Radio-Instruments)	11	0
Hand Engraver (NSW)	114	0
Instrument Fitting	24	0
Instrument Maker	12, 13, 29, 56, 109, 111,	0
Instrument Maker and/or Repairer	17, 18, 19, 21*, 23, 70, 155, 156	0 0
Instrument and Controls Tradesman	60	0
Jobbing Moulding and/or Coremaking	7, 11, 12, 13, 55, 157, 177, 178	0 0
Locksmith	109, 111, 114	0
Marker Off	29	0
Metal Polisher	109	0
Metal Working, 1st class	10	0
Meter Making and Repairing	73	0
Moulder	109, 111, 114, 117, 157, 183	0 0
Moulder and/or Coremaker	27, 61, 67, 74, 89, 134, 135, 177, 183, 184, 186	0 0

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* Indenture term 4 years except in WA: if under 17 years when indentured the term shall be 5 years; if over 17 years when indentured the term shall be 4 or 5 years at the option of contracting parties.

Patternmaking	7,8,10,12,13,27,61,67,73,74,95,109,111,114,117,134,135,157,178,183,184,185,186	4
Process Instrument Maker	62	4
Safe Maker	109,111,114	4
Saw Doctor	27,29,74,95,174,177,184,185	4
Scale Maker	109,111,114	4
Scientific Instrument Maker	17,18*,20,39,55,114	4
Scientific Instrument Maker and/or Repairer	21,23,70	4
Sheetmetal Worker	29,62,70,73,140,157	4
Sheetmetal Worker, 1st class	7,8,11,12,13,14,17,18,21*,54,55,61,98,109,111,114,129,157,178	4
Smithing, Blacksmith	8,39,61	4
Smithing-Blacksmith, Copper and/or Brass Smith	109,111,114	4
Smithing, General	13,27,54,67,73,74,95,129,135,157,177,183,184,185,186,188,	4
Spinner	109,111,114	4
Template Maker	11,13,54	4
Tinsmith	157	4
Toolsmith	11,12,13,55	4
Tradesman Oxy-acetylene or Electrical Welder	129	4
Welder (Aircraft) 1st class	4	4
Welder, 1st class	7,8,10,11,12,13,14,17,18,19,21*,22,23,27,29,54,70,88,140,157,178,179	4
Welder, 1st class (Boilermaking)	20	4
Welder, 1st class (Engineering)	20	4
Welder, Special Class	8,29,55,61,111,114	4
Welder, Tradesman	62,67,74,95,109,117,134,135,158,177,180,183,184,185,186,188	4

* Indenture term 4 years except in WA: if under 17 years when indentured the term shall be 5 years; if over 17 years when indentured the term shall be 4 or 5 years at the option of contracting parties.

ELECTRICAL AND ELECTRONICS

Airconditioning Mechanic	25	4
Apprentice Technician (Telecommunications)	30,32	4
Armature Winder	109,111,114,188	4
Audio Technician	171,173	4
Automotive Electrical Fitting	20	4*
Automotive Electrician	19,183,188	4+
Electrical Fitter and/or Armature Winder	29,55,61,98,109,111,114,188	4
Electrical Fitter and/or Electrical Mechanic	17,18,19,21,22,23,25,33,60,70,73,96,140,149,155,156	4
Electrical Fitting	3,7,8,10,11,12,13,14,20,24,25,26,29,31,33,39,54,57,58,62,67,74,88,95,112,117,120,129,134,135,157,177,178,183,184,185,186,187	4
Electrical Installation	20	4
Electrical Mechanic	3,8,10,11,12,13,14,17,18,21,25,27,29,31,39,54,55,57,58,61,62,67,74,95,98,109,111,114,117,129,134,135,157,158,177,178,179,183,184,185,186	4

* Indenture term reduced if pre-apprenticeship course completed.

+ If Year 11 completed indenture term may be reduced to 3 1/2 years; if Year 12 completed indenture term may be reduced to 3 years

Electrical Mechanic (Auto)	22	
Electrician,special class	88	4
Lighting and Electrical Technician	171,173	4
Linesman	114	4
Meter Mechanic	111,114	4
Radio Tradesman	10,11,12,13,14,54,	4
	55,61,109,111,114	4
Refrigeration Mechanic	13,109,111,114	4
Refrigeration Mechanic or Serviceman	10,11,12,14,22,54,	4
	56,61	4
Telegraph Mechanic	114	4
Telegraph Mechanic (Linesman)	109,111	4

* Indenture term reduced if pre-apprenticeship course completed.

+ If Year 11 completed indenture term may be reduced to 3 1/2 years; if Year 12 completed indenture term may be reduced to 3 years

BUILDING

Bricklaying	24,39,41,54,55,128,	4
	158	4
Bricklaying and/or Retort Setting	73	4*
Bridge and Wharf Carpenter	41	4
Carpenter and/or Joiner	4,10,19,20,22,25,29,39,	
	41,55,158,161,178,191	4
Carpentry	7,24,54,67,73,120,	
	166,179	4
Fixing (WA)	128	4+
Gasfitters (Queensland only)	72	4
Painter	27,39,41,55,67,73,	
	74,95,134,135,158,166,177,178,	
	180,184,185,186,189	4
Painting and Decorating	24	4
Painting (other than on production)	24,54,179	4
Painter Tradesman	10,11,12,13,14,54,	
	183,188	4
Plasterer	41	4
Plastering and/or Tile Laying	128	4
Plumber	7,22,24,25,27,39,41,	
	54,55,67,74,95,109,114,134,135,	
	158,177,184,185,186	4
Plumber and/or Gas Fitter	10,71,73,157,178	4
Shop Fitting	76	4
Sign Writing	41,55,128,166,188	4
Sprinkler Fitting	165	4
Window Frame Fitter	109,111,114	4

* Apprentices in WA & Tas may have indenture terms up to 5 years.

+ If Year 11 completed indenture term may be reduced to 3 1/2 years; if Year 12 completed or apprentice under 21 years and successfully completed a pre-apprenticeship course indenture term maybe reduced to 3 years.

PRINTING

Binding and Finishing	52,80,81,97,137,151	4
Book Binding and/or Guillotine Shelling Machine Operator	46	4
Composing Machine Mechanics	46	4
Composition	52,80,81,97,130,137,	
	150,151,158	4
Graphic Reproduction	52,80,81,97,130,137	4
Hand and Machine Composition	46	4
Hand Composition	46	4
Lithographic Printing	54	4
Paper Ruling	46	4

Printing Machining	46,52,80,81,97,130, 137,151,158	4
Screen Printing Stencil Preparation	52,80,81,97	4
Stereotyping and/or Electrotyping	46,52,80,81,97,130	4

VEHICLE

Body Builder	129,180	4
Bodymaker	117,179,184,185	4
Bodymaker, 1st class	183,189	4
Bodymaker, 1st class and/or Wheelmaker and/or Wheelwright Smith in wood and/or metal and/or substitutes	27,67,74,95,135,177, 186,188	4
Brake Mechanic (NSW,SA only)	188	4
Car,Carriage or Wagon Builder	158,178,187	4
Car Painter	158,187	4
Carriage Trimmer	129	4
Coach Painter	129	4
Coachsmith	27,67,74,95,135,177, 183,184,185,188	4
Motor Fitter	157	4
Motor Mechanic	7,8,10,12,13,14,17, 18,19,20,21,22,23,24,25,27,29, 39,54,55,61,62,67,70,73,74,88, 89,95,109,111,114,117,129,134, 135,155,156,157,177,184,185,186, 188,191	4
Panel Beater	22,27,129,179,186,188,189	4
Panel Beating (including Welding) and Trimming	180	4*
Panel Worker	27,117,183,184,185, 186,187	4
Panel Worker and Panel Beater Tradesman	74,95,135,177,183,184,186	4
Spray Painters	92,179	4
SpringMaker and Spring Fitter	27,67,74,95,135,177, 183,184,185,186,188	4
Springsmith	157	4
Trimmer	11,12,13,14,183,184, 185,186,189	4
Trimmer (Development and/or Repair Work)	67,74,135,177	4
Trimmer Development	27,95	4
Trimmer and/or Repairer	117	4
Trimmer Tradesman	10,67,188	4
Trimmer (Tradesman on Production)	27,95,117,135,177	4
Trimming	187	4
Wheelmaker	185,186	4
Wheelwright	185,186	4
Wheelwright Smith	27,67,74,95,135,177, 183,184,185,186,188,	4

* If Year 11 completed indenture term may be reduced to 3 1/2 years; if Year 12 or pre- apprenticeship course completed indenture term may be reduced to 3 years.

FOOD

Butchering	63,64	4
Chef	64,96	4
Cook	10,11,13,14,15,26,49, 50,64,67,84,85,86,93,96,99,100, 101,102,104,105,118	4
Miller	116	4
Slaughtering	63	4
Smallgoods Making (Vic)	63	4
Smallgoods Manufacturing (Vic,NSW,QLD,SA)	63	4

AMENITY HORTICULTURE

Gardener	55,122,123	4or5
Green Keeper	122	4
Horticulture	123,127	4

MISCELLANEOUS

Auto Parts Interpreter (Specialist)	188	4,3(Vic)
Basket Making and Baby Carriage Making	68	4
Cabinet Making	54,68	4
Carpet Planning and Floor Coverings	68	4
Chair and Couch Making	68	4
Clicking	66	4
Cutter, Laying Up etc (Vic only)	48	4
Cutter,Making and/or Cutting Out	48	4
Drycleaning	56	4
Felt Hatting	65	4,3 1/2 (Vic)
Finishing	66	4
Floor Finishers and Covering	68	4
French Polisher	55,158,179	4
Glass Bending	68	4
Glass Bevelling	68,75,77,78	4
Glass Blocking	68,75	4
Glass Bonding	75,77,78	4
Glass Cutting	68,75,77,78	4
Glass Embossing	75,77,78	4
Glass Glazing	68,75,77,78	4
Glass Painting and Designing	68,75,77,78	4
Glass Sand Blasting	75,77,78	4
Glass Scratch Polishing	75,77,78	4
Glass Scratch Polishing and Sand Blasting	68	4
Glass Silvering	68,75,77,78	4
Glazing	76,128	4
Hairdresser	82	4
Hand Cutting and/or Hand Clicking Leather	160	4
Heat Treater (Tradesman)	10,54	4
Lampmaker	157	4
Machining (Furniture)	68	4
Making, Heavy Work	66	4
Making, Machine Sewn	66	4
Making, Welts	66	4
Making of Other Musical Instruments	68	4
Manufacturing Slippers	66	4
Mattress Making	68	4
Mechanist	171,173	4
Metal Pipe Making	68	4
Organ Building and Woodworking	68	4
Pattern Cutting	66	4
Pattern Grading	66	4
Pattern Making	54,55,177	4
Plastic Tradesman	12	4
Player Mechanic	68	4
Polishing	68	4
Polishing (Furniture)	68	4
Property Maker	171,173	4
Pump Making	66	4
Sailmaker	55	4or5
Sawyer	55,174	4or5
Scenery Painter and Finisher	171,173	4
Set Maker	171,173	4

Ship Building	55,148	4or5
Ship Joiner	55	4or5
Ships Plumber	55	4or5
Shipwright	55	4or5
Side Gluing	68	4
Silverplater	109,114	4
Slip Casting	66	4
Soft Furnishings	68	4
Sound Board Making	68	4
Stonemason	128,167	4
Stuff Cutting	66	4,3(SA)
Tailor or Tailoress	48	4
Theatrical Costumier	171,173	4
Tuning (Musical Instruments)	68	4
Tuning (Organs)	68	4
Upholsterer	55,158,179	4or5
Veneer Scraping and Part Making	68	4
Voicing	68	4
Waiter	64	4
Wicker Work and Baby Wicker Work	68	4
Wire Mattress Making	68	4
Wood Carving	68	4
Wood Machinist	11,12,13,27,54,67, 74,95,135,185	4
Wood Machinist, 1st class	190	4
Wood Making, 1st class	13	4
Wood Turning	68,174	4
Wood Turning and Woodwork Machining	187	4
Woodworking, 1st class	10,11,12	4

4.2 TRAINEESHIP OCCUPATIONS AND INCIDENCE

INTRODUCTION

Unlike apprenticeships, traineeships do not apply to specifically prescribed occupations/industries, but are broadly based training arrangements in non-trades occupations.

An award variation or registered industrial agreement establishing the classification of Trainee (ATS), is negotiated between relevant employers or employer associations and unions, through existing industrial relations processes.

Industrial arrangements may be nation-wide or limited to particular States/Territories and may also involve single employers.

It should be noted that awards are often varied or superseded and new awards are made from time to time. The following list relates to awards current at 31 December 1987. Later and more specific information may be obtained from offices of the Deputy Industrial Registrar of the Australian Conciliation and Arbitration Commission. However, since new traineeships are being continuously developed, the most up to date information may only be available from:

Principal Executive Officer
Industrial Relations Section
Traineeships and Industry Training
Operations Branch
PO Box 9880
CANBERRA ACT 2601
Phone: (062) 76 8111

FEDERAL AWARDS AND AGREEMENTS UNDER WHICH TRAINEESHIPS APPLY

The following is an alphabetical listing of Federal awards and agreements under which traineeships apply.

The list indicates the award reference number, the traineeships applying under that award and the States/Territories in which the traineeships apply.

1. AUSTRALIAN GOVERNMENT EMPLOYMENT CLERICAL ASSISTANTS, KEYBOARD AND OTHERS, SALARIES AND SPECIFIC CONDITIONS OF EMPLOYMENT AWARD — A299
   Clerical (Nat)

2. AUSTRALIAN NATIONAL UNIVERSITY EMPLOYEES (GENERAL CONDITIONS OF EMPLOYMENT) AWARD 1980 — A230
Clerical (ACT)
Gardening Assistant (ACT)

3. AUSTRALIAN NATIONAL UNIVERSITY GARDENERS, GROUNDSMEN ETC (SPECIFIC CONDITIONS AND SALARIES) AWARD 1981 — A235
Gardening Assistant (ACT)

4. AUSTRALIAN TELECOMMUNICATIONS COMMISSION TECHNICAL AND TRADES STAFF (SALARIES AND SPECIFIC CONDITIONS OF EMPLOYMENT) AWARD 1975 — A133
Telecommunications Installer (Nat)

5. AUSTRALIAN WORKERS UNION CONSTRUCTION AND MAINTENANCE (CONSOLIDATED) AWARD 1987 — A051
Plant Operator (VIC)
Road Construction Plant Operator (WA)

6. AUSTRALIAN WORKERS UNION CONSTRUCTION AND MAINTENANCE EMPLOYEE (AUSTRALIAN GOVERNMENT EMPLOYMENT) AWARD 1986 — A320
Gardening Assistant (ACT)

7. AUSTRALIAN WORKERS UNION CONSTRUCTION MAINTENANCE AND SERVICES (WA GOVERNMENT) AWARD 1984 — A273
Land Management (WA)
Road Construction Plant Operator (WA)

8. AUSTRALIAN WORKERS UNION (VICTORIAN PUBLIC SECTOR) AWARD 1987 — A373
Water Operations (VIC)

9. BANK OFFICIALS AND MESSENGERS (STATE BANK OF SOUTH AUSTRALIA) (FEDERAL) AWARD 1987 — B061
Banking (SA)

10. BANK OFFICIALS AND MESSENGERS (THE RURAL AND INDUSTRIES BANK OF WESTERN AUSTRALIA) (FEDERAL) AWARD 1987 — B080
Banking (WA)

11. BANK OFFICIALS (STATE BANK OF VICTORIA) (FEDERAL) AWARD 1983 — B079
Banking (VIC)

12. BRISBANE CITY COUNCIL SALARIED STAFF AWARD 1983 — B056
Clerical Administrative (QLD)

13. BUILDING AND CONSTRUCTION INDUSTRY (NORTHERN TERRITORY) CONSOLIDATED AWARD 1982 -B035
On-Site General Hand (NT)

14. CANBERRA COLLEGE OF ADVANCED EDUCATION GENERAL STAFF (GENERAL CONDITIONS OF EMPLOYMENT) AWARD 1987 — C205
Gardening Assistant (ACT)

15. CLERKS (ACT) AWARD 1985 — C068
Clerical (ACT)

16. CLERKS (DOMESTIC AIRLINES) AWARD 1980 — C027
Finance (Nat)

17. CLOTHING TRADES AWARD 1982 — C037
Clothing Trades (Nat)

18. COMMERCIAL AND INDUSTRIAL ARTISTS AWARD 1983 — C160
Advertising (Nat)

19. CSR OFFICERS (CONSOLIDATED) AWARD 1987 — C058
Clerical (Nat)

20. FOOTWEAR — MANUFACTURING AND COMPONENTS — INDUSTRIES AWARD 1978 — F063
Footwear Manufacturing (Nat)

21. FRUIT GROWING INDUSTRY (CONSOLIDATED) AWARD 1976 — F026
Rural (TAS)

22. GENERAL CLERKS (NORTHERN TERRITORY) CONSOLIDATED AWARD 1985 - G01
Office Clerical (NT)

23. HOP INDUSTRY AWARD 1981 — H004
Rural (TAS)

24. HOTELS, MOTELS, WINE SALOONS, CATERING, ACCOMMODATION, CLUBS AND CASINO EMPLOYEES (NORTHERN TERRITORY) CONSOLIDATED AWARD 1986 — H021
Hospitality (NT)

25. HOTELS AND RETAIL LIQUOR INDUSTRY AWARD 1983 — H008
Hospitality (ACT, NSW, QLD, TAS, VIC)

26. INSURANCE OFFICERS (CLERICAL INDOOR STAFFS) CONSOLIDATED AWARD 1985 — I002
Insurance (All Commonwealth)

27. LIQUOR AND ALLIED INDUSTRIES CATERING, CAFES, RESTAURANTS ETC (ACT) CONSOLIDATED AWARD 1979 — L020
Hospitality (ACT)

28. LIQUOR AND ALLIED INDUSTRIES HOTELS, HOSTELS, CLUBS AND BOARDING ESTABLISHMENTS ETC (ACT) CONSOLIDATED AWARD 1977 - L02
Hospitality (ACT)

29. LOCAL GOVERNING AUTHORITIES, EMPLOYEES (VICTORIA) AWARD 1984 — L050
    Municipal Employees (VIC)
30. LOCAL GOVERNING AUTHORITIES, OFFICERS (VICTORIA) AWARD 1984 — L052
    Clerical/Administrative (VIC)
31. LOSS ADJUSTERS (CLERICAL INDOOR STAFF) AWARD 1979 — L030
    Insurance (All Commonwealth)
32. METAL INDUSTRY AWARD 1984 PART I — M039
    Electrical Harness Manufacture (VIC)
    Electrical Manufacturing, Assembly (NSW)
33. MOTELS AWARD 1983 — M055
    Hospitality (VIC)
34. MUNICIPAL OFFICERS ASSOCIATION OF AUSTRALIA (STATE ELECTRICITY COMMISSION OF VICTORIA) AWARD
    Clerical (VIC)
35. MUNICIPAL OFFICERS (CLARENCE COUNCIL) AWARD 1981 — M199
    Clerical (TAS)
36. MUNICIPAL OFFICERS (GLENORCHY CITY COUNCIL) AWARD 1981 — M072
    Clerical (TAS)
37. MUNICIPAL OFFICERS (HOBART CITY COUNCIL) CONSOLIDATED AWARD 1977 — M073
    Clerical (TAS)
38. MUNICIPAL OFFICERS (LAUNCESTON CITY COUNCIL) AWARD 1984 — M074
    Clerical (TAS)
39. MUNICIPAL OFFICERS (QUEENSLAND) CONSOLIDATED AWARD 1983 — M085
    Clerical/Administrative (QLD)
40. MUNICIPAL OFFICERS (SOUTH AUSTRALIA) GENERAL CONDITIONS AWARD 1981 — M203
    Clerical (SA)
41. MUNICIPAL OFFICERS (SOUTH AUSTRALIA) SALARIES AWARD 1981 — M087
    Clerical (SA)
42. MUNICIPAL OFFICERS (TASMANIA) AWARD 1970 — M089
    Clerical/Administrative (TAS)
43. PASTORAL INDUSTRY AWARD 1965 — P001
    Rural (TAS)
44. PUBLIC SERVICE ACT 1922
    Gardening Assistant (ACT)
45. RESERVE BANK CODE OF CONDITIONS
    Clerical (All Commonwealth)
46. RETAIL AND WHOLESALE SHOP EMPLOYEES (ACT) AWARD 1983 — R017
    Retail (ACT)
47. SALARIED OFFICERS AWARD 1955, DEPARTMENT OF RAILWAYS, NEW SOUTH WALES — S052
    Hospitality (NSW)
48. SALARIED OFFICERS AWARD 1971, DEPARTMENT OF GOVERNMENT TRANSPORT NEW SOUTH WALES — S055
    Clerical (NSW)
49. SHIPPING OFFICERS AWARD 1987 — S108
    Travel Clerks (All Commonwealth)
50. TEXTILE INDUSTRY AWARD 1981 — T007
    Textile Industry (All Commonwealth)
51. TIMBER INDUSTRY CONSOLIDATED AWARD 1974 — T028
    Merchandising/Sales (NSW)
52. TRANSPORT WORKERS AWARD 1983 — T140
    Furniture Removalist (NT, QLD, SA, TAS, VIC, WA)
53. VEHICLE INDUSTRY REPAIR, SERVICES AND RETAIL AWARD 1983 — V019
    Exhaust Repairer, Radiator Repairer (QLD)
    Vehicle Repair (NSW)

APPENDIX 5

Attendance At Technical Classes

The information in this section is presented for the nine ASCO minor trade groups on a State by State basis. The ASCO minor trade groups are Metal Fitting and Machining, Other Metal, Electrical and Electronics, Building, Printing, Vehicle, Food, Amenity Horticulture and Miscellaneous. The information is given by course titles which do not necessarily correspond to apprenticeship titles.

Listed below are all notes and symbols used in this appendix to indicate details relating to attendance at technical classes in all States and Territories. The terminology used reflects the terminology of the State or Territory concerned. It has been necessary to condense some details and, for more comprehensive information, reference should be made to the handbook of the technical training authority concerned.

List of notes and symbols

Note: All classes undertaken during daytime unless otherwise specified.

Day release course legend

DR	day release course
DR0	day release course in which practical training is not provided
DR1	day release course in which Stage 1 is commenced in the second year of apprenticeship

Examples of the use of numerals for day release:

8/H2	8 hours per week
8/2	8 hours per fortnight
8(20)	8 hours per week for the first 20 weeks

Block release course legend

BR	block release course
BR2	block release in selected city and/or country areas
BR3	denotes block release course or part of course either in selected city and/or country areas

Examples of the use of numerals for block release:

Note: the *order* of the numerals gives the key used for each State/Territory irrespective of their magnitude.

(NSW)	5 × 7	seven 5-day blocks
	3 × 4 × 3	3 days, 4 times per term, 3 terms per year
(VIC)	The figure is the maximum number of hours required for attendance in a year. There are no set block release patterns for relevant individual trades because of variation of course patterns between TAFE colleges.	
(QLD)	40 × 7	40 hours per week, 7 weeks' continuous full-time attendance
(WA)	$\frac{36}{3} + \frac{8 \times 2}{3}$	a one week (36 hour) block release in one of three terms with one day per week (8 hours) day release for the other two terms
	2 × 15	one block of 15 days (3 × 36 hours) for each of two terms
(SA)	4 × 2	4 blocks, 2 weeks per block
	5 × 8/b	5 blocks, 8 days per block
(TAS)	3 × 2	3 blocks, 2 weeks per block
(ACT)	7 × 40	7 weeks, 40 hours per week/block
	1 × 12 × 40	1 block of 12 weeks, 40 hours per week
(NT)	2 × 4	2 blocks, 4 weeks per block

Other course legend

C	correspondence courses available
C*	correspondence courses available for some stages (for WA, (18), for example, denotes 18 correspondence lessons)
E	course offered on an evening basis
FI	a fortnight's intensive course is available for country apprentices
PA	pre-apprenticeship course available — successful completion of which allows a 3 year apprenticeship with 2 year's technical training usually consisting of Stages 2-3 and Stage 4 of the normal course. (WA) 30 denotes 30 hours a week in the pre-apprenticeship course.
SPA	denotes Shortened Apprenticeship Scheme 40 × 18 (40 hours per week for 18 weeks)
TI	a one-term intensive course to increase experience in a range of associated trade fields
X	intensive training of a fortnight's duration conducted annually at technical college, school or centre for apprentices undertaking correspondence courses (i) 36/3 denotes 36 hours a week in any one of three terms (ii) 8 × 2/3 denotes 8 hours a week for other two of three terms

Other symbols

B	course at Burnie Technical College
CH	course at College of Hospitality, Hobart
D	course at Devonport Technical College
H	course at Hobart Technical College
HE	course at Hedland Technical College
K	course at Karratha Technical College
KL	course at Kalgoorlie Technical College

L	course at Launceston Technical College
M	course available in metropolitan area only (where block release, country based apprentices are able to attend in South Australia)
MA	block release training for metropolitan apprentices
NM	course available in country areas only (where block release, metropolitan based apprentices are able to attend in South Australia)
O	one or more stages taken in another apprenticeship course
O'	options within one or more stages of the course
S	reduced apprenticeship term available — course attendance hours not reduced but pattern of attendance may be altered
W	Whyalla
Y	course indicated is available at West Coast Community College, Queenstown

METAL FITTING AND MACHINING

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year 1st	2nd	3rd	4th	
NEW SOUTH WALES							
Aircraft Sheetmetal	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
Automotive	PA	1	36				1296
Automotive/Fitting & Machining	PA	1	36				1296
Automotive Plant	BR	3	5 × 7	5 × 7	5 × 7		840
	DR	3	8	8	8		864
Fitting & Machining	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	SPA	2	40 × 18		8 × 36		1008
	DR	3	8	8	8		864
	SPA	3	24 × 12	24 × 12	24 × 12		864
	PA	1	35				1260
Fitting and Machining/ Metal Fabrication and Welding	PA	1	35				1260
Foundry	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	DR	3	8	8	8		864
	PA	1	35				1260
Sewing Machine Mechanics	DR	3	8	8	8		864
Textile	DR	3	8	8	8		864
Toolmaking	DR	3	8	8	8		864
	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	PA	1	35				1260
VICTORIA							
Fitting and/or Turning and Machining	DR	3	8	8	8		960
	BR	3	320	320	320		960
Motor Mechanics (Heavy Agriculture Stream)	BR	3	320	360	360		1040
Motor Mechanics (Heavy Earth Moving and Industrial Stream)	BR	3	320	240	240		800
Motor Mechanics (Heavy Road Transport Stream)	BR						
Sewing Machine Mechanics	DR	3	320	470	240		1200
	BR	3	8	8	8		960
		3	320	320	320		960
Textile Mechanics	BR	3	320	320	320		960
QUEENSLAND							
Fitting	BR	3	40 × 7	40 × 7	40 × 7		840
Fitting, Turning and Machining	BR	3	40 × 7	40 × 7	40 × 7		840
Fitting and Turning	BR	3	40 × 7	40 × 7	40 × 7		840
Fitting (Diesel and Heavy Earthmoving Equipment)	BR	3	40 × 7	40 × 7	40 × 7		840
Fitting and Turning (Automotive)	BR	3	40 × 7	40 × 7	40 × 7		840
Fitting (Interlocking)	BR	3	40 × 7	40 × 7	40 × 7		840
Machining	BR	3	40 × 7	40 × 7	40 × 7		840
Metal Machining 1st and 2nd Class	BR	3	40 × 7	40 × 7	40 × 7		840
Toolmaking	BR	3	40 × 7	40 × 7	40 × 7		840
Turning	BR	3	40 × 7	40 × 7	40 × 7		840

METAL FITTING AND MACHINING

Trade course		Years in course	Pattern of attendance Year 1st	 2nd	 3rd	 4th	Nominal training hours in course
WESTERN AUSTRALIA							
Engine Reconditioning	BR	3	2 × 15	2 × 15	2 × 15		720
Fitting and Machining	BR	3	1 × 17 1 × 18	1 × 17 1 × 18	1 × 17 1 × 18		840
	C	4	(20)	(20)	(23)	(12)	
	TI	3	$\frac{36}{3}$ + 1 × 15	2 × 15	2 × 15		
	HE BR	3	1 × 18 1 × 17	1 × 18 1 × 17	2 × 15		840
	K BR	3	1 × 17 1 × 8	1 × 17 1 × 8	3 × 10		840
	KL DR	3	8	8	8		864
Fuel Injection Fitting	BR DR O	3	2 × 15	8	2 × 15		
Mechanical Fitting	O BR'	3	2 × 15	2 × 15	2 × 15		720
	O DR	3	8	8	8/2		
	CX	4	(20)	(20)	(25)	(16)	
	PA DR	3	30	8	8/2		
	PA BR	3	30	2 × 15	2 × 15		
	TI	3	$\frac{36}{3}$ + 1 × 15	2 × 15	2 × 15		
	HE BR	3	1 × 18 + 1 × 17	1 × 18 + 1 × 17	1 × 18	2 × 1	840
	K DR	3	8	8	8		864
Patternmaking	O BR DR	3	2 × 15 + 12	8	8/2		760
Plant Mechanics (Agricultural)	BR	3	2 × 15	2 × 15	2 × 15		720
Plant Mechanics (Industrial)	BR	3	2 × 15	2 × 15	2 × 15		720
SOUTH AUSTRALIA							
Fitting & Machining	DR	3	8	8	8(20)		800
	MDR	3	8	8	8/2		800
	BR	3	2 × 4	2 × 4	1 × 4		800
Heavy Vehicle Mechanics (Agricultural Plant), (Earthmoving and Industrial Plant) or (Road Transport)	MBR	3	4 × 2	5 × 2	3 × 2 + 1 × 1		1000
Sewing Machine Mechanic*	BR	3	4 × 2	4 × 2	4 × 2		960
Textile Mechanic (Knitting)*	BR	3	4 × 2	4 × 2	4 × 2		960
Textile Mechanic (Spinning)*	BR	3	4 × 2	4 × 2	4 × 2		960
Textile Mechanic (Weaving)*	BR	3	4 × 2	4 × 2	4 × 2		960
TASMANIA							
Diesel Fitting	H Y D DR	3	8	8	8		720
	L BR	3	3 × 2	3 × 2	3 × 2		720
Fitting and Machining	D H Y DR	3	8	8	8		720
	B L BR	3	3 × 2	3 × 2	3 × 2		720
AUSTRALIAN CAPITAL TERRITORY							
Fitting and Machining	DR	3	8	8	8		864

* Block release and classes in Melbourne

METAL FITTING AND MACHINING

Trade course		*Years in course*	*Pattern of attendance* *Year* *1st*	*2nd*	*3rd*	*4th*	*Nominal training hours in course*
NORTHERN TERRITORY							
Auto Diesel Mechanics	BB	3	2 × 4	2 × 4	1 × 4 1 × 2		800
Diesel Fitting	O BB	3	2 × 4	2 × 1	1 × 4 1 × 2		800
Fitting and Machining	BB	3	2 × 4	2 × 4	1 × 4 1 × 2		800
Plant Mechanics	BB	3	2 × 4	2 × 4	1 × 4 1 × 2		800

OTHER METAL

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year				
			1st	2nd	3rd	4th	
NEW SOUTH WALES							
Aircraft Electronics Maintenance	BR	4	5 × 8	5 × 8	5 × 8	8 × 1	1152
Aircraft Mechanical Maintenance	BR	4	5 × 8	5 × 8	5 × 8	8 × 1	1152
Automotive/Metal Fabrication & Welding	FA	1	35				1260
Blacksmithing Industrial	DR	3	8	8	8		864
Locksmithing	DR	2	8	8			576
Metal Fabrication	FA	1	35				1260
Metal Fabrication & Welding	DR	3	8	8	8		864
	BR*	3	3 × 7	3 × 7	3 × 7		840
	BR*	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
Metal Spinning	DR	2	8	8			576
Patternmaking	DR	3	8	8	8		864
Saw Doctoring and Making	DR	3	8	8	8		864
Sheetmetal	BR	3	3 × 7	3 × 7	3 × 7		840
	DR	3	8	8	8		864
	FA	1	35				1260
Watchmaking	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
VICTORIA							
Aircraft Mechanic (Airframe)	DR	4	8	8	8	8	1 280
	BR	4	320	320	320	320	1 280
Aircraft Mechanic (Electrical)	DR	4	8	8	8	8	1 280
Aircraft Mechanics (Engine)	DR	4	8	8	8	8	1 280
	BR	4	320	320	320	320	1 280
Aircraft Mechanics (General Aviation)	DR	4	8	8	8	8	1 280
	BR	4	320	320	320	320	1 280
Blacksmithing	DR	3	8	8	8		960
Boilermaking and Structural Steel Fabrication	DR	3	8	8	8		960
	BR	3	320	320	320		960
Brass Finishing	DR	3	8	8	8		960
Coppersmithing and/or Brass-smithing	DR	3	8	8	8		960
	BR	3	320	320	320		960
Electroplating	DR	3	8	8	8		960
	BR	3	320	320	320		960
Farrier	BR	3	320	240	240		800
Instrument Making and Repairing	DR	3	8	8	8		960
	BR	3	240	240	240		720
Jobbing Moulding and/or Coremaking	BR	3	480	240	240		960
Locksmithing	DR	3	8	8	8		960
Patternmaking	BR	3	480	480	480		960
Saw Doctoring	BR	3	320	320	320		960
Sheetmetal 1st Class	DR	3	8	8	8		960
	BR	3	320	320	320		960

OTHER METAL

Trade course		Years in course	Pattern of attendance: Year 1st	2nd	3rd	4th	Nominal training hours in course
Sheetmetal 1st Class (Aircraft)	[illegible]	4	8	8	8	8	1 200
Watch and/or Clockmaking	[illegible]	3	480	320	240		1 040
QUEENSLAND							
Aircraft Electrics and Instruments	[illegible]	3	40 × 7	40 × 7	40 × 7		840
Aircraft Mechanics*	[illegible]	4	40 × 8	40 × 8	40 × 6	40 × 6	1 120
Blacksmithing	[illegible]	2	40 × 7	40 × 7			560
Boilermaking	[illegible]	3	40 × 7	40 × 7	40 × 7		840
Coppersmithing	[illegible]	3	40 × 7	40 × 7	40 × 7		840
Fitting (Instruments)	[illegible]	3	40 × 7	40 × 7	40 × 7		840
Ground Engineering*	[illegible]	4	40 × 8	40 × 8	40 × 6	40 × 6	1 120
Moulding	[illegible]	2	40 × 7	40 × 7			560
Patternmaking	[illegible]	3	40 × 7	40 × 7	40 × 3		680
Saw Doctoring +	[illegible]	3	40 × 10	40 × 8	40 × 3		840
Scalemaking	[illegible]	3	40 × 7	40 × 7	40 × 7		840
Sheetmetal Working	[illegible]	3	40 × 7	40 × 7	40 × 7		840
Watchmaking	[illegible]	3	40 × 7	40 × 7	40 × 4		720
Watchmaking and Clock Making	[illegible]	3	40 × 7	40 × 7	40 × 4		720
Welding 1st Class	[illegible]	3	40 × 7	40 × 7	40 × 7		840
WESTERN AUSTRALIA							
Aircraft Ground Engineering	[illegible]	3	2 × 12	2 × 12	2 × 12		[illegible]
Blacksmithing	[illegible]	3	8	8	[illegible]		720
Coppersmithing	[illegible]	3	8	8	[illegible]		720
Instrument Fitting	[illegible]	3	1 × 15 + 1 × 20	1 × 15 + 1 × 20	2 × 18		720
	[illegible]	3	8	8	[illegible]		
	[illegible]	3	[illegible]	1 × 15 + 1 × 20	[illegible]		
	[illegible]	3	[illegible]	8	[illegible]		
	[illegible]	3	[illegible] + 1 × 20	1 × 15 + 1 × 20	2 × 18		
Metal Construction	[illegible]	3	8	8	[illegible]		720
	[illegible]	4	(18)	(18)	(18)		
	[illegible]	3	[illegible]	8	[illegible]		
	[illegible]	3	[illegible]	8	[illegible]		
	[illegible]	3	1 × 15 + 2 × 18	1 × 15 + 2 × 18	2 × 18		720
	[illegible]	3	[illegible]	[illegible]	2 × 12		[illegible]
Metal Fabrication	[illegible]	3	8	8	[illegible]		720
Moulding & Coremaking	[illegible]	3	2 × 15	2 × 15	2 × 15		720
Patternmaking	[illegible]	3	2 × 15 + 12	8	[illegible]		[illegible]
Saw Doctor	[illegible]	3	2 × 15	2 × 15	2 × 15		720
Sheet Metal	[illegible]	3	8	8	[illegible]		720
Weld	[illegible]	4	(16)	(20)	(23)		
	[illegible]	3	[illegible]	8	[illegible]		
	[illegible]	3	[illegible]	8	[illegible]		
Welding	[illegible]	3	[illegible]	8	[illegible]		
	[illegible]	4	(16)	(20)	(20)	(20)	

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* To be introduced progressively from 1988

+ [illegible] College of TAFE, [illegible]

OTHER METAL

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year 1st	2nd	3rd	4th	
Weighing Instrument Mechanic	O BR DR	3	2 × 15	8	8/2		720
SOUTH AUSTRALIA							
Aircraft Mechanics (Airframe/ Engine)	MDR	4	4 × 2	4 × 2	4 × 2	4 × 2	1 280
Blacksmithing	MDR	3	8	8	8/2		800
Electoplating & Metal Finishing	MDR	2	8	8			640
Locksmithing	DR/BR	3	8(40)	Block release based on training modules			753
Metal Fabrication	MDR	3	8	8	8(25)		840
	MDR	3	8	8	8/2		840
	MBR	3	2 × 4	4 × 4	2 × 2		840
	MBR	3	4 × 2	4 × 4	2 × 2		840
	WBR	2	2 × 4	3 × 4			840
Moulding	MBR	3	4 × 2	4 × 2	2 × 2		800
Patternmaking	MBR	3	4 × 2	4 × 2	2 × 2		800
Saw Doctoring	NMBR	3	2 × 3 1 × 4	2 × 4	1 × 3		840
Sheet Metal Working	MBR	3	4 × 2	4 × 2	2 × 2		800
TASMANIA							
Boilermaking/ Welding	H L Y DR	3	8	8	8	8	720
	B D BR	3	3 × 2	3 × 2	3 × 2	3 × 2	720
Moulding and Coremaking*							
Patternmaking*							
Sheetmetal Working	HDR	3	8	8	8		720
	DBR	3	3 × 2	3 × 2	3 × 2		720
AUSTRALIAN CAPITAL TERRITORY							
Sheetmetal	DR	3	8	8	8		864
Welding	DR	3	8	8	8		864
NORTHERN TERRITORY							
Aircraft Maintenance Engineering			Block release and classes in Adelaide				
Aircraft Maintenance Engineering (Radio)	O RB	3	4 × 2	4 × 2	4 × 2		960
Aircraft Maintenance Engineering (Instrument/Electrical)			Block release and classes in Sydney				
Blacksmithing			Block release and classes in Brisbane				
Instrument Fitting			Block release and classes in Perth				
Locksmithing	O BR	3	2 × 4	1 × 4	2 × 4		800
Metal Fabrication/ Welding	BR	3	2 × 4	2 × 4	1 × 4 + 1 × 2		880
Sheetmetal Working	BR	3	2 × 4	2 × 4	1 × 4 + 1 × 2		880

* Apprentices attend classes and block release in other States

ELECTRICAL AND ELECTRONICS

Trade course		*Years in course*	*Pattern of attendance*				*Nominal training hours in course*
			Year *1st*	*2nd*	*3rd*	*4th*	
NEW SOUTH WALES							
Automotive Electrical	DR	3	8	8	8		864
	PA	1	36				1 296
Electrical Trades	DR	3	8	8	8		864
	BR[2]	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	SPA	2	40 × 18		8 × 36		1 008
	C						864
	E	All course subjects are available by evening attendance					
	PA	1	32				1 152
Electrical/Fitting and Machining	PA	1	36				1 296
Electronics	DR	3	8	8	8		864
	SPA	2	24 × 36		8 × 36		1 152
	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	E	All course subjects are available by evening attendance					
	PA	1	35				1 260
Instrument/Industrial Strand	DR	3	8	8	8		864
Refrigeration Mechanics	DR	3	8	8	8		864
	BR[2]	3	5 × 7	5 × 7	5 × 7		840
	PA	1	35				1 260
Telecommunications	DR	3	8	8	8		864
VICTORIA							
Automotive Electricians	DR	3	8	8	8		960
	BR	3	320	320	320		960
Electrical Fitting	BR	3	320	320	320		960
Electrical Fitting and/or Armature Winding	DR	3	8	8	8		960
	BR	3	320	320	320		960
Electrical Mechanics	DR	3	8	8	8		960
	BR	3	320	320	320		960
Linesman	BR	3	320	320	320		960
Meter Mechanic	DR	3	8	8	8		960
Radio Tradesman (Electronics)	DR	3	8	8	8		960
	BR	2	640	320			960
Refrigeration Mechanics	DR	3	12	8	8		1 120
	BR[2]	3	400	280	280		960
QUEENSLAND							
Electrical Mechanics and Fitting*	BR	4	40 × 6	40 × 6	40 × 6	40 × 6	960
Electrical Fitting	BR	4	40 × 6	40 × 6	40 × 6	40 × 6	960
Electrical Mechanics*	BR	4	40 × 6	40 × 6	40 × 6	40 × 6	960
Electrical Mechanics (Automotive)	BR	3	40 × 7	40 × 7	40 × 7		840
Fitting (Instrumentation)	BR	3	40 × 7	40 × 7	40 × 7		840
Radio Mechanics	BR	3	40 × 7	40 × 7	40 × 7		840
Radio and TV Mechanics	BR	3	40 × 7	40 × 7	40 × 7		840
Refrigeration Mechanics	BR	3	40 × 7	40 × 7	40 × 7		840
Television Mechanics	BR	3	40 × 7	40 × 7	40 × 7		840

* To be introduced progressively from 1988

ELECTRICAL AND ELECTRONICS

Trade course		Years in course	*Pattern of attendance*				Nominal training hours in course
			Year 1st	2nd	3rd	4th	
WESTERN AUSTRALIA							
Automotive Electrical Fitting	DR	3	8	8	8/2		720
	CX	4	(18)	(14)	(10)	(10)	1 440
	KL PA	1	40				
Business Machine Mechanic	O DR	3	2 × 15	8	8/2		672
Electrical Fitting	DR	3	8	8	8/2		720
	CX	4	(18)	(18)	(18)	(16)	
	PA DR	3	30	8	8/2		
	TI	3	$\frac{36}{3}+\frac{8\times 2}{3}$	8	8/2		
	K BR	3	1 × 17 1 × 18	1 × 17 1 × 18	2 × 10		560
	KL BR	3	1 × 15 2 × 10	1 × 15 2 × 10	2 × 10		560
	KL DR	3	8	8	8/2		720
Electrical Installing (Electrical Mechanics)	DR	3	8	8	8/2		720
	CX	4	(18)	(18)	(18)	(15)	
	PA DR	3	30	8	8/2		
	TI	3	$\frac{36}{3}+\frac{8\times 2}{3}$	8	8/2		
	K BR	3	1 × 17 1 × 18	1 × 17 1 × 18	2 × 10		560
	KL BR	3	1 × 15 2 × 10	1 × 15 2 × 10	2 × 10		560
	KL DR	3	8	8	8/2		720
Radio and Television Servicing	DR	3	8	8	8/2		
	CX	3	(25)	(20)			
	PA DR	3	30	8	8/2		
SOUTH AUSTRALIA							
Automotive Electrics	MDR	3	8	8	8(20)		800
	MBR	3	4 × 2	4 × 2	2 × 2		800
Electricity	DR	3	8(36)	8(36)	8(36)		864
	BR	3	3 × 2&1 × 1	3 × 2&1 × 1	4 × 2		864
	WBR	3	7 × 1&1day	7 × 1&1day	7 × 1&1day		864
Instrumentation	BR	3	1 × 2 + 7 × 1	1 × 2 + 7 × 1	1 × 2 + 7 × 1		1 026
Electronics	MBR	3	4 × 2	4 × 2	5 × 2		1 026
TASMANIA							
Automotive Electricians	L BR	3	3 × 2	3 × 2	3 × 2		720
Electrical Mechanics	H DY DR	3	8	8	8		720
	B LBR	3	3 × 2	3 × 2	3 × 2		720
Industrial Instrument Mechanics	B BR	3	3 × 2	3 × 2	3 × 2		720
Radio and TV Mechanics	L BR	3	3 × 2	3 × 2	3 × 2		720
Refrigeration	H BR	3	3 × 2	3 × 2	3 × 2		720
AUSTRALIAN CAPITAL TERRITORY							
Automotive Electrical Fitting	DR	3	8	8	8		864
Electrical	DR	3	8	8	8		864
Electrical Mechanics/ Fitter	DR	3	8	8	8		864
Electronics	DR	3	8	8	8		864

ELECTRICAL AND ELECTRONICS

Trade course		Years in course	*Pattern of attendance*				*Nominal training hours in course*
			Year				
			1st	*2nd*	*3rd*	*4th*	
Radio and Television Mechanics	DR	3	8	8	8		864
Refrigeration /Air Conditioning	DR	3	8	8	8		864
Refigeration Mechanics	DR	3	8	8	8		864
NORTHERN TERRITORY							
Auto Electrical Mechanics	BR	3	2×4	2×4	1×4		800
Electrical Fitter/ Mechanics	BR	3	2×4	2×4	1×4 1×2		880
Linework/XLPE Cable Jointing	BR	3	2×4	2×4	2×4		960
Office Machine Mechanics	OBR	3	4×2	4×2	4×2		960
Radio and TV Mechanics	BR	3	4×2	4×2	4×2		960
Refrigeration & Air Conditioning	BR	3	2×4	2×4	1×4 1×2		880

BUILDING

Trade course		Years in course	Pattern of attendance Year 1st	2nd	3rd	4th	Nominal training hours in course
NEW SOUTH WALES							
Bricklaying	DR	3	8	8	8		864
	BR^2	3	5 × 7	5 × 7	5 × 7		840
	PA	1	35				1 260
Carpentry and Joinery	DR	3	8	8	8		864
	BR^2	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	PA	1	35				1 260
Carpentry and Joinery/ Metal Fabrication & Welding	PA	1	35				1 260
Civil Engineering Construction Carpentry	BR	3	5 × 6	5 × 6	5 × 6		720
	PA	1	36				1 440
Fibrous Plaster and Plasterboard	BR^2	2	5 × 7	5 × 7			560
Floor and Wall Tiling	BR^2	3	5 × 6	5 × 6	5 × 6		720
	PA	1	35				1 260
Metal Roofing and Roof Plumbing	BR^2	3	5 × 7	5 × 7	5 × 7		840
Painting and Decorating	BR^2	3	4 × 9	4 × 9	4 × 9		864
	PA	1	35				1 260
Plumbing	DR	3	8	8	8		864
	BR^2	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	PA	1	35				1 260
Shopfitting & Detailed Joinery	BR	3	5 × 9	5 × 9	5 × 3		840
Signwriting	DR	3	8	8	8		864
Solid Plastering	BR^2	3	5 × 7	5 × 7	5 × 7		840
Sprinkler Fitting	BR^2	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
VICTORIA							
Bricklaying	BR	3	320	320	320		960
Carpentry and Joinery	DR	3	8	8	8		960
	BR	3	320	320	320		960
Fibrous Plastering	MA BR^2	3	320	320	320		960
Paint Decorator and Signwriter	BR	3	320	320	320		960
Plastering	BR	3	320	480	160		960
Plumbing and Gasfitting	DR	3	12	8	8		1 120
	BR	3	480	320	320		1 120
	BR^2	3	360	320	320		1 000
Roof Slating and Tiling	DR	1	8				320
	BR	1	320				320
Sprinkler Fitting	BR	3	320	320	320		960
Tile Laying	BR	3	200	200	200		600
QUEENSLAND							
Bricklaying*	BR	3	40 × 7	40 × 7	40 × 4		720
Carpentry	BR	3	40 × 7	40 × 7	40 × 4		720
Carpentry (Formwork)	BR	2	40 × 6	40 × 2			320
Carpentry and Joinery	BR	3	40 × 7	40 × 7	40 × 4		720
Joinery	BR	3	40 × 7	40 × 7	40 × 4		720
Joinery Machining	BR	3	40 × 7	40 × 7	40 × 3		680
Painting and Decorating	BR	2	40 × 7	40 × 7			560
Plastering (Fibrous)	BR	2	40 × 7	40 × 7			560

* To be introduced progressively from 1988

Trade course		*Years in course*	*Pattern of attendance*				*Nominal training hours in course*
			Year				
			1st	*2nd*	*3rd*	*4th*	
Plastering (Solid)	BR	2	40 × 7	40 × 7			560
Pastering (Wall and Ceiling Fixing)	BR	2	40 × 4	40 × 4			320
Plumbing	BR	3	40 × 8	40 × 8	40 × 5		840
Plumbing and Draining	BR	3	40 × 8	40 × 8	40 × 5		840
Signwriting	BR	3	40 × 8	40 × 8	40 × 5		840
Signwriting (Silk Screen Process)	BR	2	40 × 7	40 × 7	40 × 7		840
Sprinkler Pipe Fitting	BR	3	40 × 6	40 × 4	40 × 4		580
Tiling (Wall and Floor)	BR	2	40 × 7	40 × 7			560
WESTERN AUSTRALIA							
Bricklaying	BR	3	1 × 20 + 1 × 15	1 × 20 + 1 × 15	2 × 10		720
	CX	3	(10)	(10)	(10)		
	PA DR	3	30	1 × 15	2 × 10		
Carpentry and Joinery	BR[2]	3	1 × 20 + 1 × 15	1 × 20 + 1 × 15	2 × 10		720
	DR	3	8	8	8/2		720
	CX	3	(15)	(20)	(10)		
	PA BR	3	30	1 × 15	2 × 10		
	TI	3	$\frac{36}{3}$ + 1 × 15	1 × 20 + 1 × 15	2 × 10		
Leadburning	DR BR 0	3	2 × 20	8	8/2		720
Painting and Decorating	MBR	3	4 × 2	4 × 2	2 × 2		800
Painting and Decorating/ Signwriting	BR	3	1 × 20 + 1 × 15	1 × 20 + 1 × 15	2 × 10		720
	CX	3	(22)	(20)	(9)		
	PA BR	3	30	1 × 20 + 1 × 15	2 × 10		
Plumbing	BR	3	2 × 20	2 × 15	2 × 15		800
	PA BR	3	30	2 × 15	2 × 15		
	TI	3	$\frac{36}{3} + \frac{8 \times 2}{3}$	2 × 15	2 × 15		
Solid Plastering	FI DR	3	8	8	8/2		720
Wall and Ceiling Fixing (Fibrous)	FI DR	3	8	8/2	8/2		720
	PA DR	3	30	8	8/2		
Wall and Floor Tiling	DR	3	4	8/2	4/2		
SOUTH AUSTRALIA							
Bricklaying	DR	3	8	8	8/2		800
	BR	3	4 × 2	4 × 2	2 × 2		800
Carpentry and Joinery	DR	3	8	8	8/2		800
	BR	3	4 × 2	4 × 2	2 × 2		800
	MBR	3	4 × 2	4 × 2	4 × 1		800
	MBR	3	8 × 1	8 × 1	4 × 1		800
Fibrous Plastering & Wall & Ceiling Fixing	MBR	3	4 × 2	4 × 2	2 × 2		800
Floor and Wall Tiling	MBR	3	4 × 2	4 × 2	2 × 2		800
Painting and Decorating	MBR	3	4 × 2	4 × 2	2 × 2		800
Plumbing	NM DR	3	8	8	8/2		800
	MBR	3	4 × 2	4 × 2	2 × 2		800
Roof Plumbing	MBR	3	4 × 2	4 × 2	2 × 2		800
Roof Tiling	MBR	2	3 × 2 + 1 × 1	2 × 2			440

BUILDING

			Pattern of attendance				*Nominal training hours in course*
			Year				
Trade course		*Years in course*	*1st*	*2nd*	*3rd*	*4th*	
Signwriting	MBR	3	4 × 2	4 × 2	2 × 2		800
Solid Plastering	MBR	3	4 × 2	4 × 2	2 × 2		800
TASMANIA							
Bricklaying	H BR	3	3 × 2	3 × 2	3 × 2		720
Carpentry and Joinery	D H L B BR	3	3 × 2	3 × 2	3 × 2		720
Heating, Ventilation and Air Conditioning	H BR	3	3 × 3	3 × 3	3 × 2		720
Painting and Decorating	H BR	3	3 × 2	3 × 2	3 × 2		720
Plastering	H BR	3	3 × 2	3 × 2	3 × 2		720
Plumbing	H DR	3	8	8	8		720
	D BR	3	3 × 2	3 × 2	3 × 2		720
AUSTRALIAN CAPITAL TERRITORY							
Bricklaying	DR	3	8	8	8		864
Carpentry and Joinery	DR	3	8	8	8		864
Carpentry and Joinery	PA	1	35(Covers Stages I &II)				1 260
Painting and Decorating	DR	3	8	8	8		864
Plumbing	DR	3	8	8	8		864
Signwriting and Gilding	DR	3	8	8	8		864
NORTHERN TERRITORY							
Bricklaying	BR	Block release and classes in Brisbane					
Carpentry and Joinery	BR	3	2 × 4	2 × 4	1 × 4 1 × 2		880
Painting and Decorating		Block release and classes in Brisbane					
Plastering (Fibrous)		Block release and classes in Brisbane					
Plumbing and Draining	BR	3	2 × 4	2 × 4	1 × 4 1 × 2		880
Plumbing, Draining and Gasfitting	O BR	3	2 × 4	2 × 4	1 × 4 1 × 2 1 × 3		1 000
Signwriting		Block release and classes in Brisbane					
Tiling (Wall and Floor)		Block release and classes in Brisbane					

PRINTING

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year				
			1st	2nd	3rd	4th	
NEW SOUTH WALES							
Binding and Finishing	BR	3	5 × 2 × 4	5 × 2 × 4	5 × 2 × 4		960
Composition	BR	3	5 × 2 × 4	5 × 2 × 4	5 × 2 × 4		960
Graphic Reproduction	BR	3	5 × 2 × 4	5 × 2 × 4	5 × 2 × 4		960
Printing Machining	BR	3	5 × 2 × 4	5 × 2 × 4	5 × 2 × 4		960
Screen Printing Stencil Preparation	DR	3	8	8	8		864
VICTORIA							
Binding and Finishing	BR	3	320	320	320		960
Composing Machine Mechanism	BR	3	320	320	320		960
Composition	BR	3	320	320	320		960
Electrotyping	BR	3	320	320	320		960
Flexible Packaging Printing (Flexographic and/or Gravure)	BR	3	320	320	320		960
Graphic Reproduction	BR	3	320	320	320		960
Gravure Printing	BR	3	320	320	320		960
Printing Machining	BR	3	320	320	320		960
Screen Printing Stencil Preparation	BR	3	320	320	320		960
Stereotyping	BR	3	320	320	320		960
Stereotyping and Electrotyping	BR	3	320	320	320		960
QUEENSLAND							
Binding and Finishing	BR	3	40 × 7	40 × 7	40 × 7		840
Composing Machine Mechanics	BR	3	40 × 7	40 × 7	40 × 7		840
Composing	BR	3	40 × 7	40 × 7	40 × 7		840
Graphic Reproduction	BR	3	40 × 7	40 × 7	40 × 7		840
Printing Machining	BR	3	40 × 7	40 × 7	40 × 7		840
Rotary Web-Fed Lithographic and Letterpress Machining	BR	3	40 × 7	40 × 7	40 × 7		840
Screen Printing — Stencil Preparation	BR	3	40 × 7	40 × 7	40 × 7		840
Stereotyping and/or Electrotyping	BR	3	40 × 7	40 × 7	40 × 7		840
WESTERN AUSTRALIA							
Binding & Finishing	DR	3	8	8	8		864
Graphic Reproduction	DR	3	8	8	8		864
Printing Machining	BR	3	4 × 10	4 × 10	4 × 10		960
Printing Composing	BR	3	4 × 10	4 × 10	4 × 10		960
Stereotyping	DR	3	4	4	4		432
SOUTH AUSTRALIA							
Binding and Finishing	MBR	3	5 × 8/b	5 × 8/b	2 × 8/b + 1 × 4/b		800
Composing	MBR	3	5 × 8/b	5 × 8/b	2 × 8/b + 1 × 4/b		800
Graphic Reproduction	MBR	3	5 × 8/b	5 × 8/b	2 × 8/b + 1 × 4/b		800
Printing Machining	MBR	3	5 × 8/b	5 × 8/b	2 × 8/b + 1 × 4/b		800
Screen Printing/Stencil Preparation	MBR	3	5 × 8/b	5 × 8/b	1 × 10/b + 1 × 8/b		768

PRINTING

Trade course		Years in course	Pattern of attendance Year 1st	2nd	3rd	4th	Nominal training hours in course
TASMANIA							
Bookbinding	Block release and classes in Canberra						
Composition	H BR	3	3 × 2	3 × 2	3 × 2		720
Graphic Reproduction	Block release and classes in Canberra						
Printing Machining	H BR	3	3 × 2	3 × 2	3 × 2		720
AUSTRALIAN CAPITAL TERRITORY							
Binding and Finishing	BR	3	4 × 72	4 × 72	4 × 72		864
Composition	BR	3	4 × 72	4 × 72	4 × 72		864
Composing Machine Mechanic	BR	3	4 × 72	4 × 72	4 × 72		864
Graphic Reproduction	BR	3	4 × 72	4 × 72	4 × 72		864
Printing Machining	BR	3	4 × 72	4 × 72	4 × 72		864
Screen Printing & Stencil Preparation	BR	3	4 × 72	4 × 72	4 × 72		864
NORTHERN TERRITORY							
Binding and Finishing	Block release and classes in Brisbane						
Composition	Block release and classes in Brisbane						
Graphic Reproduction	Block release and classes in Brisbane						
Printing Machining	Block release and classes in Brisbane						
Screen Printing & Stencil Preparation	Block release and classes in Melbourne						

VEHICLE

Trade course		Years in course	Pattern of attendance Year 1st	2nd	3rd	4th	Nominal training hours in course
NEW SOUTH WALES							
Automotive Brake	DR	3	8	8	8		864
Automotive Heavy Vehicles	DR	3	8	8	8		864
	BR	3	1 × 9 × 4	5 × 7 × 1	5 × 7 × 1		848
Automotive Light Vehicles	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	DR	3	8	8	8		864
Marine Mechanics	BR	3	5 × 7	5 × 7	5 × 7		840
	DR	3	8	8	8		864
Panel Beating	DR	3	8	8	8		864
	BR'	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
	PA	1	30				1 080
Panel Beating/ Vehicle Painting	PA	1	32				1 152
Vehicle Building	DR	3	8	8	8		864
	BR	3	3 × 3 × 4	3 × 3 × 4	3 × 3 × 4		864
Vehicle Painting	DR	3	8	8	8		864
	BR'	3	3 × 4 × 3	3 × 4 × 3	3 × 4 × 3		864
Vehicle Trimming	BR	3	5 × 7	5 × 7	5 × 7		840
	DR	3	8	8	8		864
	PA	1	30				1 080
VICTORIA							
Automotive Machining (1st Class)	BR	3	480	320	320		1 120
	DR	3	12	8	8		1 120
Bodymaking (1st Class)	DR	3	8	8	8		960
	BR	3	320	320	320		960
Motor Mechanics	MA BR'	3	DR	320	320		960
	DR	3	8	8	8		960
	BR	3	320	320	320		960
Panel Work/Panel Beating	DR	3	8	8	8		960
	BR	3	320	320	320		960
Tradesman Painter	DR	3	8	8	8		960
	BR	3	320	320	320		960
Trimmer	DR	3	8	8	8		960
	BR	3	320	320	320		960
QUEENSLAND							
Car Building	BR	3	40 × 7	40 × 7	40 × 7		840
Carriage Building	BR	3	40 × 7	40 × 7	40 × 7		840
Carriage Painting*	BR	3	40 × 7	40 × 7	40 × 3		680
Carriage Trimming	BR	2	40 × 7	40 × 7			560
Coach and Motor Body Building	BR	3	40 × 7	40 × 7	40 × 7		840
Coach and Motor Painting*	BR	3	40 × 7	40 × 7	40 × 3		680
Coach and Motor Smithing	BR	2	40 × 7	40 × 7			560
Coach and Motor Trimming	BR	2	40 × 7	40 × 7			560
Mechanics (Light Marine Engines)	BR	3	40 × 7	40 × 7	40 × 4		720
Mechanics (Motor Cycle and Similar Machines)	BR	3	40 × 7	40 × 7	40 × 3		680
Mechanics (Small Engines and Ancillary Equipment)	BR	3	40 × 7	40 × 7	40 × 4		720
Motor Mechanics	BR	3	40 × 7	40 × 7	40 × 7		840

VEHICLE

Trade course		*Years in course*	*Pattern of attendance*				*Nominal training hours in course*
			Year				
			1st	*2nd*	*3rd*	*4th*	
Motor Mechanics (Fuel Injection) +	BR	3	40 × 7	40 × 7	40 × 5		760
Panel Beating*	BR	3	40 × 7	40 × 7	40 × 3		680
Spring Making	BR	2	40 × 7	40 × 7			560
Wagon Building	BR	3	40 × 7	40 × 7	40 × 7		840

* To be introduced progressively from 1988

+ South East College of TAFE, Mt Gambier, SA

WESTERN AUSTRALIA

Automotive Mechanic	DR C'	3	8	8	8		864
	CX	4	(19)	(21)	(23)	(20)	
	PA DR	3	30	8	8		
	TI	3	30 + 8 × 2 3 3	8	8		
	HE BR	4	1 × 20 1 × 18	1 × 18	1 × 18	1 × 16	720
	K BR	3	1 × 15 2 × 10	1 × 15 2 × 10	2 × 15		720
	K DR	3	8	8	8/2		720
Panel Beating	DR	3	8	8	8/2		720
	DR'	3	2 × 15	2 × 15	2 × 15		
	C'	3	(26)	(20)			
	PA BR	3	30	2 × 15	2 × 15		
Spray Painting	BR	3	2 × 15	2 × 15	2 × 15		720
	C	3	(15)	(18)	(17)		
	PA BR	3	30	2 × 15	2 × 15		
Vehicle Body Building	BR	3	2 × 15	2 × 15	2 × 15		720
	PA BR	3	30	2 × 15	2 × 15		
Vehicle Trimming	DR FI	3	8	8	8/2		720

SOUTH AUSTRALIA

Body Making	MBR	3	4 × 2	4 × 2	2 × 2		800
Brake Mechanics	MBR	3	4 × 2	4 × 2	2 × 2		800
Motor Cycle Mechanics	MBR	3	4 × 2	3 × 2 + 1 × 1	2 × 2		760
Motor Painting	MBR	3	4 × 2	4 × 2	2 × 2		800
Panel Beating	NMDR	3	8	8	8/2		800
	MBR	3	4 × 2	4 × 2	2 × 2		800
Vehicle Trimming	MDR	3	8	8	8/2		800
	MBR	3	4 × 2	4 × 2	2 × 2		800

TASMANIA

Motorcycle and Small Engine Mechanics			Block release and classes in Melbourne				
Motor Mechanics	BR DR	3	8	8	8		720
	H D B L BR	3	3 × 2	3 × 2	3 × 2		720
Panel Beating and Motorbody Working	H DR	3	3 × 2	3 × 2	3 × 2		720
Springsmithing	H DR	3	8	8	8		720
Vehicle Painting	H BR	3	3 × 2	3 × 2	3 × 2		720

AUSTRALIAN CAPITAL TERRITORY

Auto Engineering	PA	1	(To S3) (Completes Stages 1&2)		35		1 200
Automotive Engineering	DR	3	8	8	8		864
Panel Beating	BR	3	7 × 1	7 × 1	7 × 1		864
Vehicle Painting	BR	3	7 × 1	7 × 1	7 × 1		864

VEHICLE

Trade course		*Years in course*	*Pattern of attendance* *Year* *1st*	*2nd*	*3rd*	*4th*	*Nominal training hours in course*
NORTHERN TERRITORY							
Automotive Mechanics	DR	3	2 × 4	2 × 4	1 × 4 1 × 2		660
	BR	3	200	200	200		600
Coach and Motor Trimming	Block release and classes in Brisbane						
Panel Beating/ Spray Painting	DR	3	2 × 4	2 × 4	2 × 3		600
Small Engine Mechanics	DR	3	2 × 4	4 × 2	3 × 2 1 × 2		600

FOOD

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year				
			1st	2nd	3rd	4th	
NEW SOUTH WALES							
Bread Manufacturing	BR^2	2	4* × 4 × 2	4* × 4 × 2			448
	PA	1	28				1 008
	C		40 × 2	40 × 2			160
	BR	2	3+ × 5 × 2	5+ × 5 × 2			584
	BR	2	5# × 3 × 2	5# × 3 × 2			456
Butchery	DR	2	8	8			576
	BR^2	2	5 × 4 × 2	5 × 4 × 2			640
	PA	1/2	35				630
Commercial Cookery	DR	2 1/2	8	8	8		720
	BR^2	2 1/2	4.5 × 2 × 4	4.5 × 2 × 4	4.5 × 2 × 2		720
	PA	1/2	34				612
Pastrycooking	BR^2	3	3 × 5 × 2	3 × 5 × 2	3 × 5 × 2		720
	BR^2	3	5 × 3 × 2	5 × 3 × 2	5 × 3 × 2		720
	PA	1/2	28				504
	DR	3	8	8	8		720

* 28 hours
+ 22 hours
# 38 hours

Trade course		Years in course	1st	2nd	3rd	4th	Nominal training hours in course
VICTORIA							
Breadmaking and Baking	BR	3	240	240	240		540
Butchering & Smallgoods Making	BR	2	160	160			320
Cooking	DR	3	8	8	8		960
	BR	3	240	240	240		720
Pastry Cooking	BR	3	320	320	320		960
		3	240	240	240		720
QUEENSLAND							
Breadbaking	BR	3	40 × 6	40 × 4	40 × 4		560
Butchering	BR	2	40 × 6	40 × 3			360
Cooking	BR	2	40 × 7	40 × 7			560
Pastrycooking	BR	3	40 × 6	40 × 4	40 × 4		560
Baking	CH BR	3	3 × 2	2 × 2	2 × 2		560
Pastrycooking	CH BR	3	3 × 2	3 × 2	3 × 2		720
AUSTRALIAN CAPITAL TERRITORY							
Butchery	DR	2	8	8			576
Cooking							
— Stage 1	BR	3	1 × 12 × 35				852
— Stages 2&3	DR			6	6		
Pastry Cooking	DR	3	7	7	7		756
NORTHERN TERRITORY							
Baking	ORB	Block release andclasses in Perth					
Butchery	BR	2	2 × 3	2 × 3			480
Cooking	BR	3	1 × 6	1 × 6	1 × 6		720
Pastry Cooking	BR	Block release and classes in Adelaide					
Smallgoods	BR	Block release and classes in Adelaide					

AMENITY HORTICULTURE

			Pattern of attendance				
			Year				
Trade course		*Years in course*	*1st*	*2nd*	*3rd*	*4th*	*Nominal training hours in course*
NEW SOUTH WALES							
Greenkeeping	DR	3	8	8	8		864
	BR[2]	3	4×9	4×9	4×9		864
	BR[2]	3	3×3×4	3×3×4	3×3×4		864
Landscaping	BR[2]	3	3×3×4	3×3×4	3×3×4		864
	DR	3	8	8	8		864
Nursery	DR	3	8	8	8		864
	BR[2]	3	3×3×4	3×3×4	3×3×4		864
	BR[2]	3	4×9	4×9	4×9		864
Parks and Gardens	BR[2]	3	3×3×4	3×3×4	3×3×4		864
	DR	3	8	8	8		864
VICTORIA							
Horticultural	DR	3	8	8	8		960
	BR	3	320	320	320		960
Flower Growing	DR	3	8	6	4		720
QUEENSLAND							
Greenkeeping	BR	3	40×8	40×8	40×6		880
WESTERN AUSTRALIA							
Hoticulture (Gardening) (Landscape Gardening) (Nurseryman) (Turf Management)	DR	3	8	8	8		864
	BR	3	2×10+ 1×15	2×10+ 1×15	2×10+ 1×15		
SOUTH AUSTRALIA							
Horticulture	MDR	3	8	8	8/2		792
	MBR	3	4×2	4×2	2×2		800
TASMANIA							
Greenkeeping	B BR	3	3×2	3×2	3×2		720
Nurseryman	B BR	4	4×2	4×2	4×2		960
Parks and Gardens	B BR	4	4×2	4×2	4×2		960
AUSTRALIAN CAPITAL TERRITORY							
Greenkeeping	BR	3	12×24	12×24	12×24		864
Horticulture (Trade Course)	DR	3	8	8	8		864
NORTHERN TERRITORY							
Greenkeeping	Block release and classes in Brisbane						
Horticulture	BR	3	4×2	4×2	4×2		960

MISCELLANEOUS

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year 1st	2nd	3rd	4th	
NEW SOUTH WALES							
Beauty Culture	DR	2	8	8			576
Cabinetmaking	DR	3	8	8	8		864
	BR[2]	3	5×6	5×6	5×6		756
	E	3	6	6	6		648
Dairy Farming	DR	3	8	8	8		864
	(Has one 5-day block for field study)						
Flat Glass	BR[2]	2	5×9	5×9			720
Footwear Trades	DR	2	8	8			576
Footwear Pattern Cutting	DR	2	8	8			576
	E	4	3	3	27	9	576
Footwear Repair	DR	2	8	8			576
	DR	4	4	4	4	4	576
Footwear Surgical	DR/E	3	11	11	3		900
	(First 2 years students attend Footwear course 8 hrs/week as well as 3 hrs/evening in Footwear Surgical)						
French Polishing	DR	3	8	8	8		864
	BR[2]	3	4×9	4×9	4×9		864
Furniture Trades	PA	1	35				1 260
Garment Cutting	DR	3	8	8	8		864
	(Day/Evening attendance also available)						
Hairdressing	DR	2	8	8			576
	PA	1	32				1 152
	C	2	1.5				108
	X	2	40/2				80
Jewellery	DR	3	8	8	8		864
	BR	3	3×3×4	3×3×4	3×3×4		864
Optical Mechanics	DR	3	8	8	8		864
	BR	3	3×3×4	3×3×4	3×3×4		864
Real Estate	DR	3	7	7	7		756
Ship and Boatbuilding	DR	3	8	8	8		864
	BR	3	3×3×4	3×3×4	3×3×4		864
Upholstery	DR	3	8	8	8		864
	BR[2]	3	4×9	4×9	4×9		864
Waiting	BR[2]	2	1×9×4	1×9×4			288
	PA	1/2	30				540
Woodturning	DR	3	8	8	8		648
	E	3	6	6	6		648
Woodmachining	DR	3	8	8	8		864
	PA	1	35				1 260
VICTORIA							
Apparel Cutting	BR	3	320	320	320		960
Agricultural Farming and Fruit Growing	DR	3	8	8	8		960
Vegetable Growing	BR	3	320	320	320		960
Automotive Parts Interpreter	DR	2	8	8			640
Cabinet Making	DR	3	8	8	8		960
	BR	3	320	320	320		960
Chair and Couch Making	DR	3	8	8	8		960
Dental Technician	DR	3	8	8	8		960
	BR	3	320	320	320		960
Dry Cleaning	DR	3	8	8	8		960
	BR	3	320	320	320		960
Flat Glass Working	BR	3	360	240	160		760

MISCELLANEOUS

Trade course		*Years in course*	*Pattern of attendance*				*Nominal training hours in course*
			Year				
			1st	*2nd*	*3rd*	*4th*	
Floristry	DR	3	8	8	8		960
	BR	3	320	320	320		960
Floor Finishing and Covering	DR	3	8	8	8		960
	BR	3	320	320	320		960
Footwear	BR	2	320	320			640
Hairdressing — Ladies'	DR	3	6	6	6		720
	BR	3	240	240	240		720
Hairdressing — Mens'	DR	3	6	6	6		720
	BR	3	240	240	240		720
Hollow-ware Polishing	DR	3	8	8	8		960
Jewellery Making and Repairing	DR	3	8	8	8		960
	BR	3	280	280	280		840
Optical Fitting & Surfacing	DR	3	8	8	8		960
	BR	3	240	240	240		720
Polishing	DR	3	8	8	8		960
	BR	3	200	200	200		600
Shipwrighting and Boatbuilding	DR	3	8	8	8		960
	BR	3	240	240	240		720
Silversmithing	DR	3	8	8	8		960
Spinning (1st Class)	DR	3	8	8	8		960
Stonemasonry	BR	3	320	320	320		960
Upholstering	DR	3	8	8	8		960
	BR	3	240	240	240		720
Waiting	DR	2	7	7			560
	BR	2	240	240			480
Wood Carving	DR	3	8	8	8		960
Wood Machining	DR	3	8	8	8		960
	BR	3	320	320	320		960
QUEENSLAND							
Boat Building	BR	3	40 × 7	40 × 7	40 × 7		840
Cabinetmaking	BR	3	40 × 7	40 × 7	40 × 3		680
Die Sinking and Toolmaking	BR	3	40 × 7	40 × 7	40 × 7		840
French Polishing	BR	2	40 × 7	40 × 7			560
Glazing	BR	2	40 × 3	40 × 4			280
Hairdressing	CX DR	3	8	8	8/2		680
Jewellery	BR	3	40 × 7	40 × 7	40 × 4		720
Optical Mechanics	BR	3	40 × 7	40 × 7	40 × 6		800
Shipwriting	BR	3	40 × 7	40 × 7	40 × 7		840
Stonemasonry	BR	2	40 × 7	40 × 7			560
Upholstering	BR	2	40 × 7	40 × 7			560
Wood Machining	BR	3	40 × 7	40 × 7	40 × 3		680
Wood Machining (Sawmilling)	BR	2	40 × 7	40 × 7			560
WESTERN AUSTRALIA							
Cabinet Making	FI DR	3	8	8	8/2		720
	PA DR	3	30	8	8/2		
Chairmaking	DR	3	8	8	8/2		720
Combined Hairdressing	DR	3	8	8/2	8/2		576

MISCELLANEOUS

Trade course		Years in course	Pattern of attendance				Nominal training hours in course
			Year 1st	2nd	3rd	4th	
Dental Technician	DR	3	8	8	8		864
	PA DR	3	30	8	8		
Farming	BR	3	8	8	8/2		720
Floor Covering	BR	2	1 × 6	1 × 6			480
Footwear	DR	2	8/2	8/2			288
French Polishing	DR	3	8	8	8/2		
Gentlemen's Hairdressing	DR	3	8	8/2	8/2		576
Glazing	DR	3	8	8	8/2		720
Jewellery	DR	4	8	8/2	8/2	8/2	720
Ladies Hairdressing	DR	3	8	4	4		576
	C	3	(12)	(12)	(12)		
	KL DR	3	8/2	8/2			576
	KL PA	1	40				1 440
Metal Furniture	DR	3	8	8	8/2		720
Optical Mechanics	DR[2]	3	4	3	3		360
Refrigeration Fitting	DR	3	8	8	8/2		
	CX	4	(16)	(10)	(10)	(10)	720
Shipwrighting	FI DR	3	8	8	8/2		720
Soft Furnishing	DR	2	8	8			576
Timber Machining	FI DR	3	8	8	8/2		720
	PA DR	3	30	8	8/2		
Upholstery	FI DR[1]	3	8	8	8/2		720
Wood Machining	FI DR	3	8	8	8/2		720
	PA DR	3	30	8	8/2		
Wood Turning	O DR	3	8	8	8/2		720

SOUTH AUSTRALIA

Trade course		Years in course	1st	2nd	3rd	4th	Nominal training hours in course
Automotive Parts	MDR	2	8	8(25)			520
Interpreting (Specialist)	MBR	2	4 × 2	2 × 2 + 1 × 1			520
Cabinet Making	MDR	3	8	8	8/2		800
	MBR	3	4 × 2	4 × 2	2 × 2		800
Chair Making	MDR	3	8	8	8/2		800
Dental Technology	MDR	3	8	8	8		960
Dyeing							
Apprenticeship		All stages of course in Melbourne					
	BR	3	4 × 2	4 × 2	4 × 2		960
Farm Practice	BR	2	6 × 1	6 × 1			480
Footwear	MDR	2	8	8			640
Furniture Polishing	MDR	3	8	8	8/2		800
Furniture Upholstery	MDR	3	8	8	8/2		800
Glass Working	MBR	3	8 × 1	8 × 1	4 × 1		800
	MBR	3	4 × 2	4 × 2	2 × 2		800
Hairdressing	NMDR	3	8	8	8/2(8)		704
	MBR	2	5 × 2	3 × 2 + 1 × 8/b			704
	BR	2	6 × 8/b	5 × 8/b			704
Jewellery	MDR	3	7.5	7.5	7.5		810
Optical Mechanics	MDR	3	8	8	8/2		800
Ship Building	MDR	3	8	8	8/2		800
Wood Machining	MBR	3	8 × 1	8 × 1	4 × 1		800
	NMDR	3	8	8	8/2		800

MISCELLANEOUS

			Pattern of attendance				Nominal training hours in course
		Years in course	Year				
Trade course			1st	2nd	3rd	4th	
TASMANIA							
Cabinet Making	L BR	3	3×2	3×2	3×2		720
Dental Mechanics	Block release and classes in Melbourne						
Farming	B BR	4	4×2	4×2	4×2	4×2	960
Floor Finishing & Covering	H BR	3	3×2	3×2	3×2		720
Food and Beverage Service	CH BR	2	1×6	1×6			480
Glass & Glazing	H BR	3	3×2	3×2	3×2		720
Hairdressing	H L D DR	3	8	8	8		720
	B BR	3	3×2	3×2	3×2		720
Shipwright*							
Signwriting	Block release and classes in Melbourne						
Stonemasonry	Block release and classes in Melbourne						
Upholstery	B BR	3	3×2	3×2	3×2		720
Wood Machining	H BR	3	3×2	3×2	3×2		720

* Apprentices attend classes and block release in other States

AUSTRALIAN CAPITAL TERRITORY							
Cabinet Making	DR	3	8	8	8		864
Hairdressing (ladies)	DR	2	8	8			576
NORTHERN TERRITORY							
Cabinet Making	BR	3	2×4	2×4	2×4		960
Dental Technician	Block release and classes in Melbourne						
Hairdressing	CX DR	3	8	8	8		864
Jewellery	Block release and classes in Brisbane						
Optical Mechanics	Block release and classes in Brisbane						
Upholstering	Block release and classes in Brisbane						
Wood Machining	Block release and classes in Brisbane						

APPENDIX 6

Apprenticeship Statistics

The statistics in the following tables comprise information about apprentices registered with a State or Territory, apprenticeship authority or by agreement with a Commonwealth department or instrumentality. It includes:

- indentured apprentices, and
- trainee apprentices (applies to New South Wales only).

Apprentices registered with the Deputy Industrial Registrar of the Conciliation and Arbitration Commission are included.

Before the signing of indentures the apprentice generally serves a probationary period (usually 3 months). The only exception is in South Australia where the signing of indentures occurs on commencement of employment, but the apprentice is still required to serve a probationary period.

Further details on the statistics can be obtained from *Apprenticeship Statistics 1977-78 to 1986-87*, issued by the Department of Employment, Education and Training on behalf of the Commonwealth-State Training Advisory Committee (COSTAC).

Definitions

A *trainee apprentice* is a person serving a period of training without an indenture of apprenticeship for the purpose of attaining tradesperson's status in a recognised trade classification. This classification only exists under the New South Wales apprenticeship legislation.

Apprenticeship commencements comprise new commencements and recommencements where —

New commencements are those persons entering a probationary period of employment for the first time; and

Recommencements are those persons who had previously withdrawn from probationary employment, had their indentures cancelled, or were out-of-trade and subsequently re-employed as apprentices.

Indentures registered refers to the registrations of indenture of apprenticeship with an apprenticeship authority or with a Commonwealth department or instrumentality.

Data in *tables 1 and 5* for New South Wales, Queensland and South Australia relate to apprenticeship commencements. Data for Tasmania and the Australian Capital Territory relate to indentures registered. Data for Victoria and Western Australia prior to 1984-85 relate to indentures registered and from 1984-85 to commencements. Data for the Northern Territory prior to 1980-81 relate to indentures registered and from 1980-81 to commencements.

Apprenticeships cancelled refer to the termination of an indenture of apprenticeship after the probationary period. This includes the termination of trainee apprenticeships in New South Wales.

Apprenticeship withdrawals refer to persons who leave trade training during the probationary employment period.

Data in *tables 2 and 6* comprise apprenticeship cancellations and apprenticeship withdrawals, except that withdrawals are not included for Tasmania and the Australia Capital Territory. Withdrawals were not included for Western Australia prior to 1985-86 and for Victoria prior to 1986-87. Cancellations for Victoria in 1984-85 and 1985-86 do not include apprentices temporarily out-of-trade, and withdrawals in South Australia could not be separately identified before 1982-83 and were included in figures for cancellations.

Apprenticeship completions occur when the apprentice or trainee completes the term of training of apprenticeship. It includes indentured and trainee apprentices in New South Wales whose apprenticeship terms should have been completed but for whom no certificate was issued.

Apprentices in training shown in *tables 4 and 8* for Tasmania and the Australian Capital Territory relate to indentured apprentices only; that is, probationers are not included. For New South Wales and South Australia, data refer to probationers as well as indentured apprentices. For Queensland and the Northern Territory, data prior to 1980 refer to indentured apprentices only, but from 1980 onwards refer to probationers as well as indentured apprentices. For Victoria and Western Australia, data prior to 1985 refer to indentured apprentices only, but from 1985 onwards include probationers.

Statistics for 1986-87 are provisional.

TABLE 1. APPRENTICESHIP COMMENCEMENTS/INDENTURES REGISTERED FROM 1977–78 TO 1986-87: BY STATES AND TERRITORIES (a)

	Year of commencement/indenture of apprenticeship									
State or Territory	*1977–78*	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87*
N.S.W.										
Public Sector	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	2 268	1 702	1 933	1 829
Private Sector	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	13 262	15 438	16 388	17 817
Total	(b)17 662	16 845	18 244	19 671	19 484	13 268	15 530	(j)17 140	18 321	19 646
Vic.										
Public Sector	1 437	1 758	1 904	1 576	1 688	1 748	1 701	1 585	n.a.	1 527
Private Sector	10 974	9 747	10 279	9 493	9 878	8 679	7 449	14 496	15 807	14 013
Recommencements (h)										404
Total	12 411	11 505	12 183	11 069	11 566	10 427	9 150	(k)16 081	(c)15 807	15 944
Qld										
Public Sector	293	371	288	344	406	371	672	561	581	539
Private Sector	4 824	4 951	6 343	7 562	7 361	4 639	4 747	4 723	5 299	4 753
Recommencements (h)							856	748	526	613
Total	(d)5 117	(d)5 322	6 631	7 906	7 767	5 010	(e)6 275	6 032	6 406	5 905
W.A.										
Public Sector	661	659	583	593	515	443	402	416	475	268
Private Sector	4 376	3 676	3 747	4 149	3 749	2 161	2 017	3 257	3 760	3 520
Recommencements (h)								782	837	784
Total	(g)5 037	4 335	4 330	4 742	(f)4 264	(f)2 604	(f)2 419	4 455	5 072	4 572
S.A.										
Public Sector	323	284	231	178	255	252	281	260	281	383
Private Sector	2 678	2 310	2 606	2 986	2 465	1 591	2 471	3 261	3 140	3 229
Total	3 001	2 594	2 837	3 164	2 720	1 843	2 752	3 521	3 421	3 612
Tas.										
Public Sector	137	133	137	121	48	91	144	161	80	104
Private Sector	1 245	1 145	1 242	1 241	1 026	670	788	955	1 180	1 121
Total	1 382	1 278	1 379	1 362	1 074	761	932	1 116	1 260	1 225
A.C.T.										
Public Sector	75	60	93	86	77	92	96	37	164	74
Private Sector	393	419	380	422	454	369	384	411	726	609
Total	468	479	473	508	531	461	480	448	(l)890	683
N.T.										
Public Sector	4	55	80	66	78	49	69	68	50	44
Private Sector	200	181	238	302	365	371	388	487	530	397
Total	204	236	318	368	443	420	457	555	580	441
Australia	45 282 (bdg)	42 594 (d)	46 395	48 790	47 849 (f)	34 794 (f)	37 995 (efij)	49 348 (ijk)	51 757 (l)	52 028

(a) Figures for N.S.W., Qld and S.A. relate to commencements as defined in paragraph 12 of the explanatory notes, *Apprenticeship Statistics 1977-78 to 1986-87*.
Figuresfor Tas. and A.C.T. relate to indentures registered (see paragraph 13). Figures for W.A. and Vic relate to indentures registered to 1983–84 and to commencements from 1984–85. The Vic. private sector figure for 1984–85 includes 5365 probationers not classified by sector. Figures for N.T. relate to indentures registered to 1979–80 and commencements from 1980–81. A breakdown into public sector/private sector is not available for N.S.W. and is not available for the other States and Territories before 1977–78.

(b) Because of processing delays in N.S.W. about 1000 apprentices counted in the 1977–78 figure should be included in the 1976–77 figure.

(c) Public sector apprentices for Vic. cannot be separately identified for 1985–86 and have been included with private sector apprentices.

(d) Break in series. Figures for Qld to 1978–79 exclude recommencements and apprentices commencing under Federal Awards whereas figures from 1979–80 onwards comprise new commencements, recommencements, and apprentices commencing under Federal Awards.

(e) See explanatory notes, paragraph 27 of *Apprenticeship Statistics 1977-78 to 1986-87*.

(f) See footnote (a) above. Data are available on the number of apprenticeship commencements in W.A. from 1981–82, but not classified by sector: 4327 (1981–82), 2636 (1982–83), and 2919 (1983–84).

(g) 999 registrations in W.A. from 1976–77 could not be separately identified by trade group in that year and were incorporated in figures for 1977–78.

(h) Public sector/private sector breakdown is not available for recommencements.

(i) As a consequence of a Commonwealth initiative together with the economic upturn, there was a sharp increase in apprentice commencements in the last few months of 1983–84 which is not reflected in the data for those States/Territories providing data on indentures registered rather than commencements. Taking this into account and based on information provided by the States each month throughout the year, it is estimated that the total number of commencements during 1983–84 was approximately 40 000. Similarly, the total number of commencements during 1984–85 is overstated by some 2000.

(j) Data from 1984–85 onward include apprentices in N.S.W. registered with the Deputy Industrial Registrar of the Australian Conciliation and Arbitration Commission. As nearly all are employed in the private sector they are included there. 182 apprentices registered with the Deputy Industrial Registrar are not included in data for 1983–84. Apprentices registered with the Deputy Industrial Registrar may not be included in the data for previous years.

(k) Break in series. See footnote (a) above.

(l) The increase in A.C.T. figures over the previous year is overstated because of a backlog of about 120 applications which should have been counted in 1984–85.

TABLE 2. APPRENTICESHIPS CANCELLED FROM 1977–78 TO 1986–87: BY STATES AND TERRITORIES

	Year of commencement/indenture of apprenticeship									
State or Territory	*1977–78*	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87*
N.S.W.										
Cancellations (a)	1 660	3 173	3 545	3 399	2 363	3 085	3 084	3 683	3 607	4 419
Withdrawals	1 659	1 185	1 270	1 670	2 404	1 832	1 824	1 977	2 320	3 665
Total	3 319	4 358	4 815	5 069	4 767	4 917	4 908	5 660	5 927	8 084
Vic.										
Cancellations	1 271	1 487	1 256	1 286	1 030	1 524	1 538	847	1 057	(b)4 572
Withdrawals	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	3 032
Total	1 271	1 487	1 256	1 286	1 030	1 524	1 538	847	1 057	7 604
Qld										
Cancellations	905	1 018	853	1 335	1 125	1 400	1 564	1 688	1 301	1 684
Withdrawals	408	288	189	355	345	263	153	346	265	328
Total	1 313	1 306	1 042	1 690	1 470	1 663	(c)1 717	2 034	1 566	2 012
W.A.										
Cancellations	769	855	(d)1 198	787	767	671	627	498	535	570
Withdrawals									949	850
Total	769	855	(d)1 198	787	767	671	627	498	1 484	1 420
S.A.										
Cancellations	447	333	278	301	438	377	261	341	448	394
Withdrawals (e)	n.a.	n.a.	n.a.	n.a.	n.a.	33	49	68	53	119
Total	447	333	278	301	438	410	310	409	501	513
Tas.	247	250	219	213	280	200	206	129	156	251
A.C.T.	226	157	216	182	165	197	187	148	183	231
N.T.										
Cancellations	71	69	54	57	100	132	112	130	181	177
Withdrawals	n.a.	n.a.	n.a.	32	64	39	41	66	66	49
Total	(f)71	(f)69	(f)54	89	164	171	153	196	247	226
Australia	7 663 (af)	8 815 (f)	9 078 (df)	9 617	9 081	9 753	9 646 (cb)	9 921 (b)	11 121	20 341

(a) N.S.W. cancellations include trainees terminated and abandoned except for 1977-78.

(b) The increase in Vic cancellations in 1986-87 was due to a catchup on processing backlogs, reduction in time apprentices were permitted to be out of trade, and increased numbers.

(c) See explanatory notes, paragraph 27 of *Apprenticeship Statistics 1977-78 to 1986-87.*

(d) W.A. figures in 1979–80 include 469 cancellations due to change of trade category, award, term or commencement date.

(e) Withdrawals for S.A. before 1982–83 cannot be separately identified and are included in cancellations.

(f) N.T. figures prior to 1980–81 exclude withdrawals.

TABLE 3. APPRENTICESHIPS COMPLETED FROM 1977–78 TO 1986–87: BY STATES AND TERRITORIES

	Year of commencement/indenture of apprenticeship									
State or Territory	*1977–78*	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87p*
NSW.	10 930	11 697	11 250	(a)10 516	9 634	11 276	12522	(a)12 843	(a)16 073	(a)9 774
Vic.	9 671	8 817	8 850	10 385	9 575	10 451	10 456	9 806	9 638	7 297
Qld	4 631	3 575	3 297	4 928	5 271	4 168	(b)4 804	6 013	5 654	4 209
W.A.	2 723	2 444	3 068	3 699	3 318	3 417	3 850	3 455	2 925	2 126
S.A.	3 264	2 560	2 648	3 138	2 582	2 408	2 553	2 758	2 414	1 905
Tas.	1 161	1 007	1 140	1 190	1 083	1 091	1 094	1 046	815	641
A.C.T.	393	412	429	385	342	365	347	323	347	317
N.T.	129	120	132	108	210	195	195	293	290	262
Australia	32 902	30 632	30 814	34 349	32 015	33 371	35 851	36 537	38 156	26 531
				(a)			(b)	(a)	(a)	(a)

(a) Includes apprentices in N.S.W. whose apprenticeship term should have been completed but for whom no certificate was issued.
(b) See explanatory notes, paragraph 27 of *Apprenticeship Statistics 1977-78 to 1986-87*.

TABLE 4. APPRENTICES IN TRAINING AT 30 JUNE, 1978 TO 1987: BY STATES AND TERRITORIES

	Year of commencement/indenture of apprenticeship									
State or Territory	*1978*	*1979*	*1980*	*1981*	*1982*	*1983*	*1984*	*1985*	*1986*	*1987p*
N.S.W.	40 841	41 645	43 824	47 286	52 382	(a)49 457	(a)48 275	(a)46 832	(a)43 148	(a)44 922
Vic.	36 127	37 328	39 405	38 803	39 764	38 216	35 372	(b)35 383	39 862	43 661
Qld	19 598	19 798	(b)22 127	23 415	24 227	23 406	(c)23 011	20 254	19 518	19 180
W.A.	12 038	13 074	13 138	13 394	13 573	12 089	10 031	10 552	11 128	12 065
S.A.	11 578	11 343	11 401	11 048	10 622	9 647	9 536	9 890	10 396	11 236
Tas.	4 424	4 445	4 507	4 466	4 106	3 576	3 211	3 152	3 440	3 773
A.C.T.	1 689	1 600	1 426	1 367	1 394	1 293	1 239	1 217	1 580	1 715
N.T.	628	675	(b)836	1 007	1 102	1 159	1 240	1 300	1 329	1 282
Australia	126 923	129 908	136 664	140 786	147 170	138 843	131 915	128 580	130 401	137 834
			(b)				(c)	(b)		

(a) NSW figures from 1984 onwards include apprentices registered with the Deputy Industrial Registrar.
(b) Break in series. See explanatory notes, paragraph 24 of *Apprenticeship Statistics 1977-78 to 1986-87*
(c) See explanatory notes, paragraph 27 of *Apprenticeship Statistics 1977-78 to 1986-87*

TABLE 5. APPRENTICESHIP COMMENCEMENTS/INDENTURES REGISTERED FROM 1977–78 TO 1986–87: BY TRADE GROUP (a)

	Year of commencement/indenture of apprenticeship									
State or Territory	*1977–78*	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87p*
Metal	16 404	16 622	17 966	18 766	18 266	11 686	12 304	14 517	15 311	14 805
Electrical	6 030	5 522	6 412	6 461	6 802	5 126	5 117	5 862	6 113	6 346
Building	8 972	7 367	8 333	10 118	8 616	5 563	6 834	9 558	9 953	9 567
Printing	855	874	1 142	828	776	645	640	1 290*	1 602	1 367
Vehicle	2 634	2 457	1 935	1 871	2 111	1 710	1 825	2 511	2 861	3 181
Food	3 173	2 968	3 229	3 310	3 469	3 349	3 642	5 062	5 285	5 829
Other	7 214	6 784	7 378	7 436	7 809	6 715	7 633	10 548	10 632	10 933
Total	45 282	42 594	46 395	48 790	47 849	34 794	37 995	49 348	51 757	52 028
	(bdg)	(d)			(f)	(f)	(efi)	(ijk)	(l)	

For footnotes see table 1.

* Increase from previous year is partly a result of including commencements of apprentices under Federal awards in N.S.W. from 1984-85. See footnote (j) table 1.

TABLE 6. APPRENTICESHIPS CANCELLED FROM 1977–78 TO 1986–87: BY TRADE GROUP

State or Territory	*Year of commencement/indenture of apprenticeship*									
	1977–78	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87p*
Metal	2 462	2 636	2 739	3 067	2 988	3 053	3 082	2 634	2 816	4 856
Electrical	691	908	1 042	951	910	945	948	939	939	1 632
Building	1 229	2 055	1 401	1 683	1 651	2 158	1 948	2 129	2 337	3 702
Printing	136	126	260	130	136	115	126	122	146	319
Vehicle	612	567	711	678	588	521	539	498	632	1 427
Food	820	838	947	1 060	992	967	1 057	1 261	1 448	3 160
Other	1 713	1 685	1 978	2 048	1 816	1 994	1 946	2 338	2 803	5 245
Total	7 663	8 815	9 078	9 617	9 081	9 753	9 646	9 921	11 121	20 341
	(af)	(f)	(df)				(c)	(b)	(b)	

For footnotes see table 2.

TABLE 7. APPRENTICESHIPS COMPLETED FROM 1977–78 TO 1986–87: BY TRADE GROUP

State or Territory	*Year of commencement/indenture of apprenticeship*									
	1977–78	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87p*
Metal	12 284	12 018	11 650	13 466	12 729	13 792	14 679	14 799	14 678	8 916
Electrical	4 595	4 573	4 559	4 639	4 591	4 781	5 137	5 542	5 604	4 209
Building	7 094	6 106	6 274	6 692	5 879	5 545	6 108	6 709	6 812	4 312
Printing	1 006	625	593	622	706	728	796	668	999	673
Vehicle	1 560	1 604	1 766	1 921	1 663	1 685	1 358	1 315	1 572	1 238
Food	1 818	1 927	1 882	2 071	1 949	2 026	2 348	2 197	2 487	2 285
Other	4 545	3 779	4 090	4 938	4 498	4 814	5 425	5 227	5 704	4 838
Total	32 902	30 632	30 814	34 349	32 015	33 371	35 851	36 537	36 156	26 531
				(a)			(b)	(a)	(a)	(a)

For footnotes see table 3.

TABLE 8. APPRENTICES IN TRAINING AT 30 JUNE, 1978 TO 1987: BY TRADE GROUP

State or Territory	*Year of commencement/indenture of apprenticeship*									
	1977–78	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84*	*1984–85*	*1985–86*	*1986–87p*
Metal	46 326	48 203	52 394	56 669	59 064	53 900	48 819	44 494	42 125	43 700
Electrical	17 059	17 014	17 871	19 218	20 545	19 943	19 523	18 316	18 035	18 628
Building	25 175	24 205	24 845	24 990	26 061	23 936	22 747	21 869	22 801	24 692
Printing	3 314	3 481	3 809	3 126	2 906	2 702	3 085	3 389	3 827	4 109
Vehicle	7 904	8 157	7 135	6 616	6 471	5 972	5 605	5 952	6 454	7 134
Food	8 532	8 831	9 265	9 511	9 865	10 228	10 066	10 986	11 987	12 653
Other	18 613	20 017	21 345	20 656	22 258	22 162	22 070	23 594	25 172	26 709
Total	126 923	129 908	136 664	140 786	147 170	138 843	131 915	128 580	130 401	137 834
			(b)				(c)	(b)		

For footnotes see table 4.

APPENDIX 7

Traineeship Statistics

TABLE 1 TRAINEESHIP COMMENCEMENTS — FROM 1985-86 TO 1986-87: BY STATES AND TERRITORIES

State or Territory	*1985-86*	*1986-87*
N.S.W	174	3,286
Vic	815	698
Qld	90	980
W.A.	417	455
S.A.	42	278
Tas	17	215
A.C.T.	155	388
N.T.	26	45
Australia	1,736	6345

TABLE 2 TRAINEESHIP WITHDRAWALS FROM 1985-86 TO 1986-87: BY STATES AND TERRITORIES

State or Territory	*1985-86*	*1986-87*
N.S.W.	15	734
Vic	93	189
Qld	7	109
W.A.	51	108
S.A.	2	25
Tas	2	19
A.C.T.	31	109
N.T.	1	16
Australia	202	1 309

* Definition of withdrawal: Any trainee who has not completed a traineeship (for any reason) eg. found another job, terminated by employer, left due to personal/health reasons.

TABLE 3 TRAINEESHIP COMPLETIONS FROM 1985-86 TO 1986-87: BY STATES AND TERRITORIES

State or Territory	*1985-86*	*1986-87*
N.S.W.	-	112
Vic	-	607
Qld	-	54
W.A.	-	294
S.A.	-	29
Tas	-	12
A.C.T.	-	63
N.T.	-	17
Australia	-	1 188

TABLE 4 TRAINEES IN TRAINING AT 30 JUNE, 1986 AND 1987: BY STATES AND TERRITORIES

TRAINEES IN TRAINING AT 30 JUNE

State or Territory	*1986*	*1987*
N.S.W.	190	2 590
Vic	724	626
Qld	83	900
W.A.	366	419
S.A.	40	264
Tas	15	199
A.C.T.	124	340
N.T.	25	37
Australia	1 536	5 384

TABLE 5. TRAINEE COMMENCEMENTS, WITHDRAWALS, COMPLETIONS; FROM 1985-86 TO 1986-87: NUMBERS IN TRAINING AS AT 30 JUNE 1986 & 1987:

	Commencements		*Withdrawals*		*Completions*		*In Training*	
(a) Traineeship Title/Industry	'85-'86	'86-'87	'85-'86	'86-'87	'85-'86	'86-'87	30/6/86	30/6/87
Private Sector								
Textile, Clothing, Footwear		9						9
Electrical/Electrical Goods		22						22
Building & Construction	(b)13*	41		7			13	48
Automotive		58		9				49
Retail		446		68				378
Timber & Building Materials		25		5				20
Transport & Storage	1	88		15			1	74
Banking/Finance	27	108		2		26	27	31
Technical Assistant (Surveying)		14						14
Advertising		13		2				11
Hospitality	10	114		22		8	10	94
Travel	19	39		1		18	19	39
Clerical	2	1 931		300		1	2	1 632
Computer Programming		36		3				33
Commonwealth Government								
Office Clerical	609	882	69	208		366	540	848
Telecommunications Installer	3	149		8			3	144
Gardener's Assistant		16		1				15
State Government								
Food Services		33		5				28
Laboratory Assistant	7	49		21			7	35
Hospital Assistant		363		101			262	
Integration Aide	94		3	6		86	92	
Hospital Clerical		261		49				212
Land Management	73		12	13		48	61	
Information Technology Clerical	100		10	14		76	90	
Technical Assistant	44	12		4		41	44	11
Office Clerical	600	1 259	106	327		506	504	1 010
Audio Visual Assistant	26		4	1		21	22	
Gardener's Assistant		72		10				62
Local Government								
Office Clerical	7	218		22		5	7	198
Child Care Assistant		19						19
Maintenance and Construction		38						38
Australia (c)	1 723	6 307	202	1 284		1 182	1 522	5 363

(a) Based upon Australian Standard Industrial Classification (ASIC)
(b) Concrete Workers, 2 year traineeship
(c) Traineeships with numbers less than 9 have been omitted

APPENDIX 8

Functions of Principal Apprenticeship Bodies

For ease of comparison the function of principal apprenticeship bodies are arranged under the following broad classifications:

1 Apprenticeable occupations
2 Period or term and credits or extensions
3 Conditions, hours, wages etc.
4 Educational standards
5 Approval of applicants
6 Approval of employers
7 Control of numbers in training and allocation of trainees
8 Forms of contract or indenture or agreement
9 Registration of apprentices and trainees
10 Suspension, assignment, transfer, cancellation
11 Supervision of training
12 Examinations
13 Technical training arrangements
14 Enforcement of attendance
15 Review of progress
16 Facilities to be provided
17 Certificates and endorsements of indentures
18 Protection of apprentices
19 Promotion of apprenticeship
20 Arbitration in disputes
21 Review of requirements for skilled tradespersons
22 Review of availability of trainees and vacancies
23 Review of systems of training
24 Research, dissemination of information and reporting
25 Other functions

Note: A number of functions are exercised concurrently by two or more of the principal apprenticeship bodies. An asterisk beside a function indicates that other bodies exercise the same or similar functions.

New South Wales

Apprenticeship Council

*16 To review the adequacy of the training of apprentices in employers' workshops and in colleges and the measures which can be taken to improve that training;
19 To review measures which should be taken to promote apprenticeship;
*21 To review the State's requirements for skilled tradespersons and their availability;
*22 To review the availability of young persons for apprenticeship, vacancies for apprentices and the extent to which employers are participating in the training of apprentices;
23 To review the adequacy of the apprenticeship system as a means of training skilled tradespersons and the desirability of modifying that system or of providing supplementary systems of training for skilled occupations;
24 To conduct research, disseminate information and report to the Minister its conclusions on matters which it has a duty to keep under review;
*25 To make recommendations to the Industrial Commission and other authorities in relation to any matter concerning apprenticeship or otherwise relating to the training of skilled workers.

Director of Apprenticeship

* 5 To approve applications to establish apprenticeships or to refer them to the appropriate committee;
* 6 To approve applications to establish apprenticeships or to refer them to the appropriate committee;
* 8 To prepare and issue forms of indenture;
9 To register approvals of applications to establish apprenticeships and indentures of apprenticeships;
*10 To approve proposed assignments or refer them to the appropriate committee;
15 In co-operation with the Department of Technical and Further Education, to maintain records concerning apprentices and their progress in courses at colleges;
*17 To countersign completed indentures and issue certificates of completion of terms of apprenticeship. To record the completion of terms of apprenticeship.

Apprenticeship Training Committees

* 5 To approve or refuse applications to establish apprenticeships which are referred by the Director;
* 6 To approve or refuse applications to establish apprenticeships which are referred by the Director;
*10 To approve or refuse aplications to assign apprenticeships which are referred by the Director;

*11 To inspect the training of apprentices in the premises of employers and to require the employer to do such things in relation to the training of apprentices as the committee may deem appropriate;
*16 To keep under review the facilities which are available in colleges for the training of apprentices in the trades within the committee's jurisdiction;
*17 To authorise the Director to issue Certificates to persons who have completed approved Defence Force training;
*21 To keep under review the need for and availability of tradespersons within the committee's jurisdiction;
*22 To keep under review the availability of young persons for apprenticeship, the number of vacancies for apprentices and the extent to which employers are participating in the training of apprentices, within the committee's jurisdiction.

Apprenticeship Conciliation Committees
1 To make awards prescribing the hours and conditions of employment and the wages of apprentices (including classifications);
2,3 To make orders and awards prescribing generally or in any particular case the hours and conditions of employment and the wages of apprentices (including periods or terms and credits or extensions);
* 5 To approve or refuse applications to establish apprenticeships for persons over the age of 21 years and to set appropriate wage rates;
*10 To authorise an employer to suspend an apprentice without pay for a period not exceeding 12 months. To cancel an indentured apprentice's indenture or terminate a trainee apprentice's contract of employment;
*17 To authorise the Director to issue persons who have not completed an apprenticeship in NSW but have served a minimum period of four years as a learner, with a Certificate.

Conciliation Commissioner for Apprenticeships
* 8 To vary or amend the provisions of a contract of apprenticeship;
*10 To authorise the suspension of an apprentice without pay for periods not exceeding 12 months. On the recommendation of an Apprenticeship Conciliation Committee to cancel an indenture;
*16 On the recommendation of an apprenticeship training committee require an employer to afford an apprentice further or better facilities for training within the scope of the employer's business;
18 To conciliate on differences and disputes between an employer and apprentice or, where the apprentice is under the age of 18 years, his parents or guardians;
20 To determine any differences or disputes by directing either party to make such redress as considered equitable.

Apprenticeship Supervisors
*11 To generally supervise the adequacy of training of apprentices by employers. To advise and assist employers in relation to the employment and training of apprentices;
*18 To investigate any complaints regarding the conditions of employment or the training of apprentices, alleged breaches of awards or of the Apprenticeship Act or the Regulations and alleged breaches of the Industrial Arbitration Act relating to apprentices. To institute proceedings for the imposition of a penalty for any breach of the provisions of the Act or Regulations;
*25 To perform such duties as may be assigned by the Director.

Victoria

State Training Board
1 To recommend apprenticeable occupations;
2 To recommend apprenticeship terms and in appropriate cases to grant credit towards prescribed terms or to approve employment under apprenticeship conditions beyond prescribed terms;
2 To recommend the duration of adult training agreements in any apprenticeship trade and in appropriate cases to reduce the duration of such agreements;
3 To recommend and police conditions of apprenticeship and of pre-apprenticeship and adult training courses in apprenticeable occupations;
4 To recommend educational standards required by applicants for apprenticeship;
5 To approve entry into apprenticeship, pre-apprenticeship courses and adult training agreements;
6 To approve employers of apprentices;
7 To recommend the number of apprentices who may be employed by an employer proportionate to the number of journeymen and adult trainees in each trade and to determine the number of persons to be trained as adult trainees in any apprenticeship trade and the number of adult trainees that an employer is permitted to employ;
8 To prescribe the standard form of indenture and of adult training agreement;

9 To maintain separate registers of apprentices and of pre-apprenticeship trainees and of adult trainees;
10 To order or approve the variation in term, suspension, assignment, transfer or cancellation of indentures and to approve, vary or cancel adult training agreements;
11 To supervise the practical training of apprentices;
12 To ascertain by examination or inspection of work or otherwise the degree of proficiency of any apprentice;
13 To recommend technical training courses for apprentices and to arrange the technical training of apprentices;
14 To make regulations requiring the attendance of apprentices and adult trainees at classes for instruction in the prescribed courses and to impose penalties on defaulters;
15 To review the progress of apprentices;
16 To keep under review the adequacy of the training of apprentices, pre-apprenticeship trainees, adult trainees, pre-vocational trainee and trainee technicians in employers' workshops and in technical schools, and measures which can be taken to improve that training;
17 To award certificates to qualifies apprentices and adult trainees;
19 To endeavour so far as practicable to promote training in apprenticeship trades;
20 To arbitrate in disputes between employers and apprentices;
21 To keep under review the State's requirements for skilled tradespersons and technicians to meet those requirements;
22 To keep under review the availability of young persons for training in skilled trades and the availability of vacancies for apprentices, pre-apprenticeship trainees, adult trainees and trainee technicians and the extent to which employers are participating in the training of such apprentices and trainees;
23 To keep under review the adequacy of the apprenticeship system as a means of training skilled tradespersons and the desirability of modifying that system or of providing other systems for skilled occupations.

Recommendations are made to the Minister for Education.

Queensland

Department of Employment, Vocational Education and Training

1 To recommend apprenticeable occupations;
*2 To recommend apprenticeship terms;
4 To recommend education standards required by applicants for apprenticeship;
6 To receive applications with respect to the allotment of apprentices;
9 To keep a register of all persons who have entered an apprenticeship;
*10 To order or approve cancellation of indentures;
17 To issue certificates after completion of apprenticeships;
19 To recommend promotion of apprenticeship;
21 To review the requirements of the State for skilled tradespersons;
22 To review the availability of apprentices and other trainees and vacancies for apprentices and other trainees;
23 To review the adequacy of the apprenticeship system and other systems as means of training;
24 To arrange for such research as necessary through the Manpower Planning Branch to ensure a sufficient number of qualified persons;
*25 To advise the Minister on any matter involving or bearing upon any general principle of apprenticeship or other training authorised by the Act or on any matter referred by the Minister and to co-operate with the Industry and Commerce Advisory Committees, Regional Advisory Committees and the Division of Technical and Further Education, Department of Education, on any matters relating to apprentices and other trainees. To consider and make determinations and orders on all matters entrusted to the Commission by or under the Act with respect to apprenticeships and other training authorised by the Act.

Industry and Commerce Advisory Committees

*2 To determine extensions and credits to the periods of indentures;
5 To approve applications from intending apprentices;
6 To approve applications from the employer of intending apprentices;
7 To supervise the allotment of apprentices;
*10 To order or approve the transfer of indentures. To determine whether or not indentures should be cancelled for twice failing to pass an examination and to recommend cancellation in all other circumstances;
11 To make recommendations with respect to the supervision and facilities provided by employers for the training of apprentices and other trainees;
12 To recommend examinations to be passed;
13 To recommend matters to be taught to apprentices and other trainees;
15 To review the progress of apprentices and other trainees;

16 To advise on the educational facilities that should be provided;
*25 To perform such functions as are prescribed under the Act.

Recommendations are made to the Minister for Employment, Training and Industrial Affairs.

Western Australia

Industrial Training Advisory Council

1 Recommend the trades to be proclaimed as apprenticeship or industrial training trades;
1 Approve the on-the-job syllabi of training for each trade;
*2 Recommend the period of apprenticeship or industrial training;
*12 Prescribe the standards to be achieved in an employer based final trade assessment;
13 Approve and recommend the mode of technical training and attendance;
*19 Promote apprenticeship and industrial training;
*19 Prescribe the conditions for prizes and awards;
23 Examine alternatives and other trade training initiatives;
24 Advise the Minister on industrial and trade training matters;
25 Co-operate and collaborate with persons or bodies involved in industrial training;
25 Recommend the regulations to be made under the Industrial Training Act;
25 Appoint industrial training advisory boards for each trade or group of trades;

Division of Industrial Training

*2, 10 Provide for the extension, reduction, cancellation, suspension, transfer of, or variation to, apprenticeship or industrial training agrements;
5 Approve for training, apprentices who must meet pre-set criteria;
6 Investigate and approve for training employers of apprentices;
6 Investigate and approve a greater apprentice/tradesperson ratio in relation to a particular place of employment;
9 Provide for the registration of apprentices and industrial trainees;
11 Investigate and recommend the imposition of penalties for a contravention of the Act or Regulations;
*12 Provide for an employer based final trade assessment and the issue of trade certificates;
14 Investigate technical training defaults and as necessary impose penalties;
*19 Administer award and prize presentations to apprentices;
*20 Arbitrate in disputes between employers and apprentices and provide for hearings in relation to any apprenticeship matter.

Industrial Commission

3 Prescribe the hours, wages and conditions of employment;
*20 Hear appeals by persons aggrieved by decisions made under certain sections of the Industrial Training Act.

South Australia

Industrial and Commercial Training Commission

1 To make recommendations to the Minister relating to the occupations that should constitute trades or declared vocations;
2 To determine credits to be allowed in respect of the training required under this Act on the basis of training previously undertaken, or on any other basis;
4,7, 8,9, 10, 20 To determine matters relating to the entry into, observance, discharge, assignment, transfer, variation, suspension or cancellation of contracts of training (not being matters related to disciplining a party to a contract of training);
6 To determine matters relating to the training to be provided by employers to persons employed under contracts of training;
11, 21 To inquire into, and keep under review, the training that is being, or should be, provided in order to develop the knowledge and skills required in industry and commerce;
12 To assess by such means as the Commission thinks fit the competency of apprentices or other trainees;
13 To determine the objectives, nature, syllabus content and duration of training in -
  (i) trades and other declared vocations;
  (ii) trainee schemes; or
  (iii) schemes of pre-vocational training;
16 To approve facilities provided, or to be provided, at government or non-governmental institutions for the purpose of training in -
  (i) trades and other declared vocations;
  (ii) trainee schemes; or
  (iii) schemes of pre-vocational training;
17 To grant, or arrange for the granting of, certificates to persons completing programs of training determined by the Commission;
19 To promote and encourage -
  (i) the implementation of industrial and commercial training programs and participation by others in such programs; and
  (ii) the establishment of off-the-job training centres by employers or groups of employers;

23, 24 To inquire into, and keep under review, systems and methods of apprenticeship training and to report to the Minister upon such systems and methods and on the numbers of apprentices for the time being in training in the various trades;

25 To enter into reciprocal arrangements with appropriate bodies with respect to the recognition of industrial or commercial training qualifications;

25 To collect data and statistics in relation to industrial and commercial training;

25 To advise the Minister -

  (i) on matters referred by the Minister to the Commission for advice; and

  (ii) generally in relation to the administration of the Act;

25 To carry out any other functions and duties assigned to the Commission by or under the Act.

Tasmania

Training Authority

2 To determine credits to be allowed in respect of the training required under this Act on the basis of training previously undertaken, or on any other basis;

4,7, 8,9, 10, 20 To determine matters relating to the entry into (including the educational standards and the age of the persons desiring to undertake training in pursuance of contracts of training), observance, discharge, assignment, transfer, variation, suspension or cancellation of contracts of training;

4, 11 To exercise a general supervision over the theoretical and practical training of persons participating in training programs;

6 To determine matters relating to the training to be provided by employers to persons undertaking training in pursuance of a contract of training;

11 To inquire into, and keep under review, the training that is being, or should be, provided;

12 To assess by such means as the Authority thinks fit at the conclusion of the period of training the competency of persons who have participated in training programs;

13 To determine the objectives, nature, and duration of training programs for occupational groups in industry and commerce and arrange with any persons, institutions, or bodies, including TAFE, who provide, training for the preparation and the implementation of those training programs;

16 To keep under review facilities provided at any institution for the purpose of implementing training programs;

17 To grant, or arrange for the granting, of certificates to persons completing training programs determined by the Authority;

19 To promote and encourage -

  (i) the implementation of training programs and the participation by persons, government departments, institutions, associations, and other bodies in such programs; and

  (ii) the establishment of off-the-job training centres by employers or groups of employers;

23 To inquire into, and keep under review the systems and methods of training in declared vocations and in other programs and to report to the Minister on those systems and training methods and on the numbers of apprentices or trainees for the time being in training in the various declared vocations and in the other training programs; training previously undertaken, or on any other basis;

25 To enter into reciprocal arrangements with appropriate bodies with respect to the recognition of industrial or commercial training qualifications;

25 To collect data and statistics in relation to industrial and commercial training;

25 To advise the Minister -

  (i) on matters referred by the Minister to the Authority for the advice; and

  (ii) generally in relation to the administration of this Act;

25 To carry out any other functions and duties assigned to the Authority by or under this Act.

Australian Capital Territory

Apprenticeship Board

1 To declare apprenticeship trades;

2 To determine apprenticeshp terms;

4 To determine educational standards required by applicants for apprenticeship;

5 To approve entry into apprenticehsip;

6 To approve employers to train apprentices;

8 To prescribe form of indentures;

9 To register indentures;

10 To order or approve the assignment, transfer or cancellation of indentures;

11 To supervise the practical training of apprentices;

12 To ascertain by examination the degree of proficiency of any apprentice;

13 To determine technical training courses for apprentices;

14 To enforce technical training requirements;

15 To review the progress of apprentices;

17 To determine conditions for award of Tradesman's certificates and to award certificates to qualified apprentices;

19 To promote apprenticeship;

20 To arbitrate in disputes between employers and apprentices.

Recommendations are made to the Minister for Arts amd Territories.

Northern Territory

Industry and Employment Training Advisory Council

1 To recommend the declaration of apprenticeship trades to the Minister for Labour and Administrative Services;
2 To determine and recommend the length of apprenticeship.

Department of Labour and Administrative Services

2 To determine and grant credits, extensions and reductions;
3 To ascertain and recommend rates of pay and conditions for non-award apprentices;
4 To determine the educational standard for entry into an apprenticeship;
5 To approve who may be an apprentice;
6 To approve employers;
7 To determine ratios of apprentices to tradespersons;
8 To prescribe forms of indenture;
9 To maintain registers of apprentices and employers;
10 To suspend, assign or cancel indentures of apprenticeship;
11 To supervise the practical and theoretical training of apprentices;
13 To determine and arrange technical training requirements;
14 To determine and impose fines on apprentices for non-attendance at college;
15 To review the progress of apprentices;
16 To assess the minimum facilities for training;
17 To endorse indentures and issue trade certificates;
18 To protect the contracts and interests of apprentices;
19 To promote the employment of apprentices;
20 To arbitrate in disputes between employers and apprentices;
23 Review the system of trade training.

Federal Awards

Australian Conciliation and Arbitration Commission: The Commission has wide powers to determine industrial matters pertaining to apprentices and in its awards and determinations has exercised these powers:

1 To prescribe apprenticeable occupations;
2 To determine apprenticeship terms and to grant credits;
3 To prescribe the hours, wages and conditions of apprenticeship;
4 To determine the educational standards required by apprentices;
6 To approve employers through the direction of a Board of Reference;
8 To stipulate the forms of contract or indenture;
9 To register indentures;
10 To suspend or cancel indentures subject to the approval of a Board of Reference;
11 To define and supervise the training of apprentices;
13 To determine obligatory technical training;
14 To enforce technical training requirements;
15 To review the progress of apprentices;
16 To direct the practical training facilities to be provided;
20 To conciliate in disputes between employers and apprentices by means of an appropriate Board of Reference;
25 To direct that State apprenticeship provisions shall apply and that the disciplinary powers of apprenticeship authorities over apprentices and employers shall prevail.